



NAWA
Network of Actuarial Women and Allies

Developing Allies at All Levels

What Leaders and Individuals can do to Reap the
Benefits

Aree Bly and Sandy Lowe



Introductions



AREE BLY

FSA

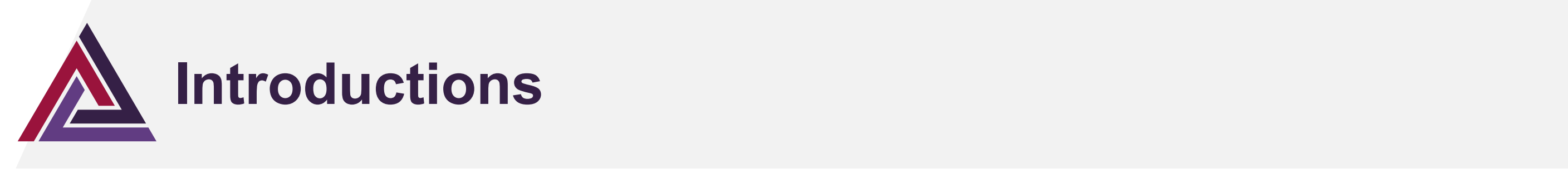
Alignment Ally, LLC



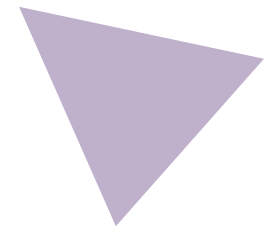
SANDY LOWE

FCAS

Allstate Insurance Company



Introductions



Introductions with small groups





AGENDA

- 1 Why allies?
- 2 What are the various types of allies?
- 3 Who are your allies?
Who are you an ally to?
- 4 Case Studies
- 5 How to Build a Culture of Allyship
- 6 Key Takeaways



Why allies?



Why Allies?



Diversity, Equity, and Inclusion umbrella

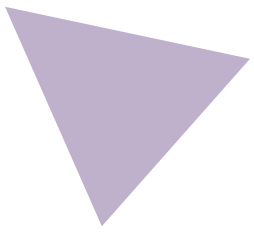
Good for Individual

Good for Business





Why Allies?



Identify ways as a...

Leader

Individual

Organization

...that you can cultivate and capitalize on
allies.





**What are the types
of allies?**




Ally Definition



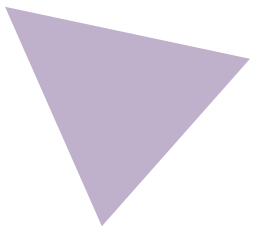
One that is associated with another as a helper. - Merriam-Webster

An ally is any person that actively promotes and aspires to advance the culture of inclusion through intentional, positive, and conscious efforts that benefit people as a whole. -Sheree Atcheson, Forbes 2018




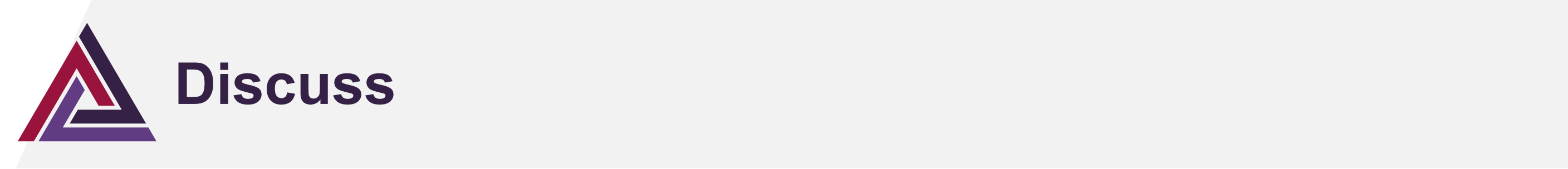


Exercise

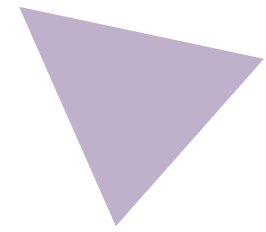


Consider allies in your own career - when you had one and/or when you were one.

- What role does an ally fill?
 - What are key characteristics of an ally?
 - What does an ally do?
- 



Discuss



Share key ideas



Ally Characteristics

Situational ----- Relationship

Formal ----- Informal

Internal ----- External

Visible ----- Invisible

Direct ----- Indirect



Ally Roles - direct

| | |
|---------|--|
| Mentor | Similar experience. Provide counsel, perspective, guidance, tips. |
| Sponsor | Spend social and political capital on others. Access to projects, programs, promotions. Outside of room. |
| Coach | Sounding board, safe zone. Develop additional skills. Planning and visioning assistance. |
| Broker | Networking contacts, information sources. Insight into market and opportunities. |
| Board | Feedback and critiques. |
| Friend | Motivating, grounding, make it fun. Cheerleaders (can be fearleaders). |



Ally Roles - indirect

| | |
|------------|---|
| Champion | Advocate for more women, people of color, and members of underrepresented groups as speakers and panelists. Direct questions to subject matter experts. |
| Amplifier | Repeat good ideas and give credit where due. Invite members of underrepresented groups to speak at staff meetings, write for newsletters, or be visible in general. |
| Advocate | Look at invite lists and raise additional names to be included if no representation. Introduce colleagues from underrepresented groups to influential people in your network. |
| Scholar | Investigate and read publications, podcasts, etc by and about underrepresented groups in industry. Ask coworkers about experience in the company. |
| Upstander | Speak up if you witness offensive behavior or speech. Shut down off-topic questions intended only to test the presenter. |
| Confidante | Believe in others' experiences. Hold regular "office hours" encouraging all team members to speak about issues that are troubling them. |



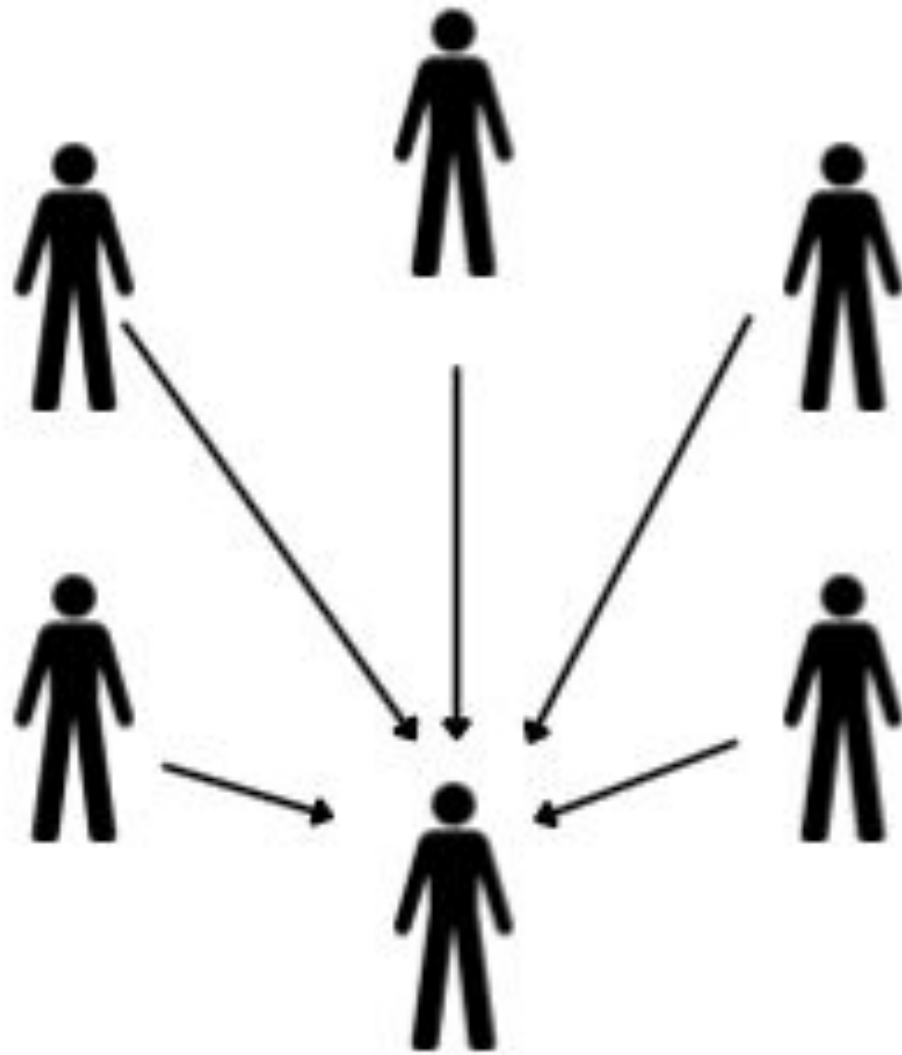
Benefit of Diversity - Ally Math



$100\% < 100\%$



Benefit of Diversity - Ally Math



$$20\% \times 5 > 100\%$$

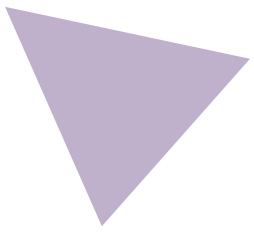


**Who are your
allies?**

**Whom are you an
ally to?**




Exercise



Take a few minutes to fill out the form in
chart of you.

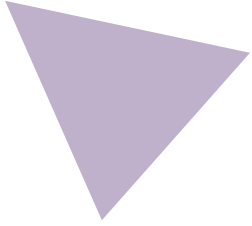
Who are your allies?
Who are you an ally for?

1st Column: Name of Each Ally
2nd Column: Characteristics of that Ally
3rd Column: How did you find that Ally?





Discuss



What observations did you make?

How did you form these relationships?





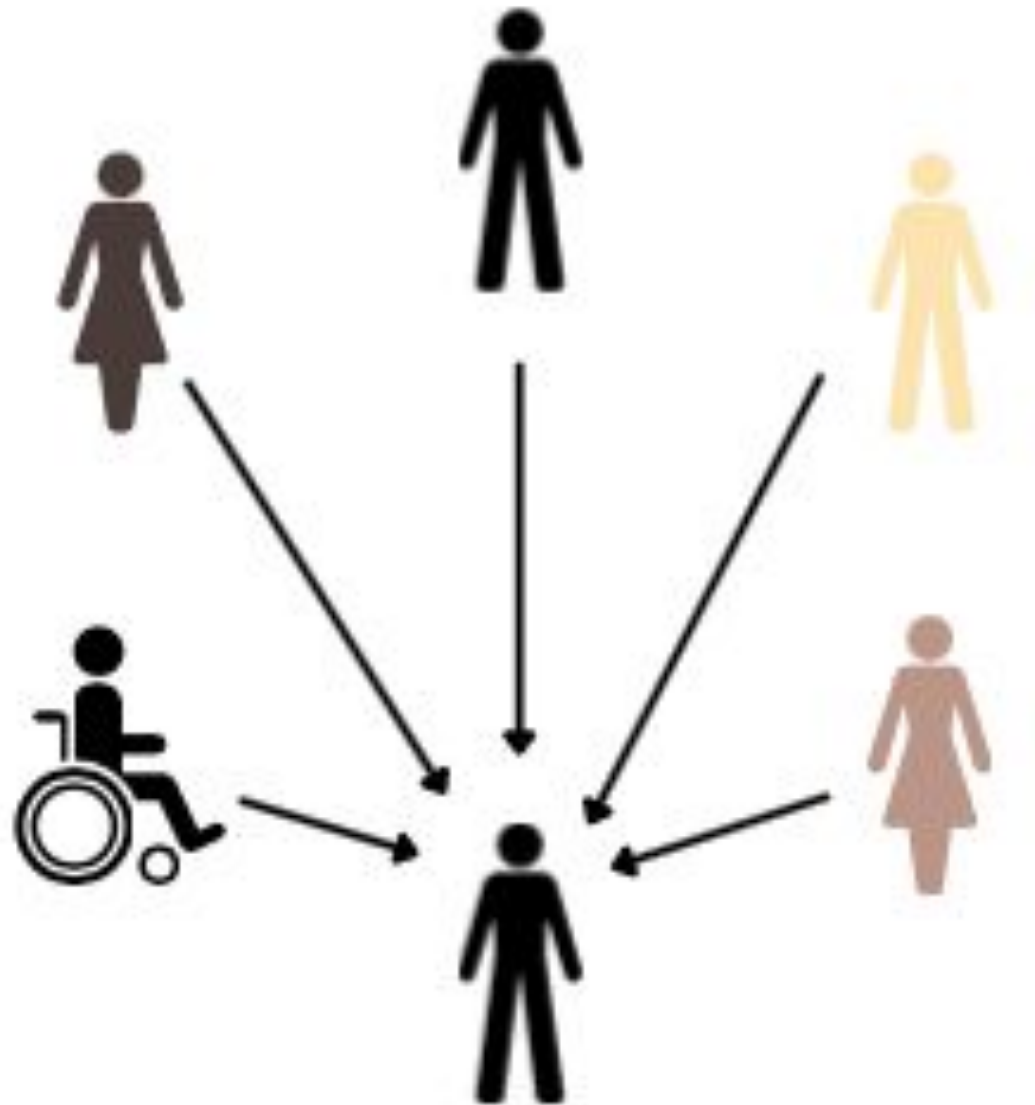
Benefit of Diversity - Ally Math

We diversify our investments - we want to apply the same idea here too!

In our ally math example, we gain increased interest or return when we expand our network to include ***different perspectives***.



Benefit of Diversity - Ally Math



$20\% \times 5 \gg 100\%$



Unconscious Bias

Mental “shortcuts” that our brains use to make sense of the world around us

We all have unconscious biases but it's important to be **aware** of these biases.



Affinity Bias

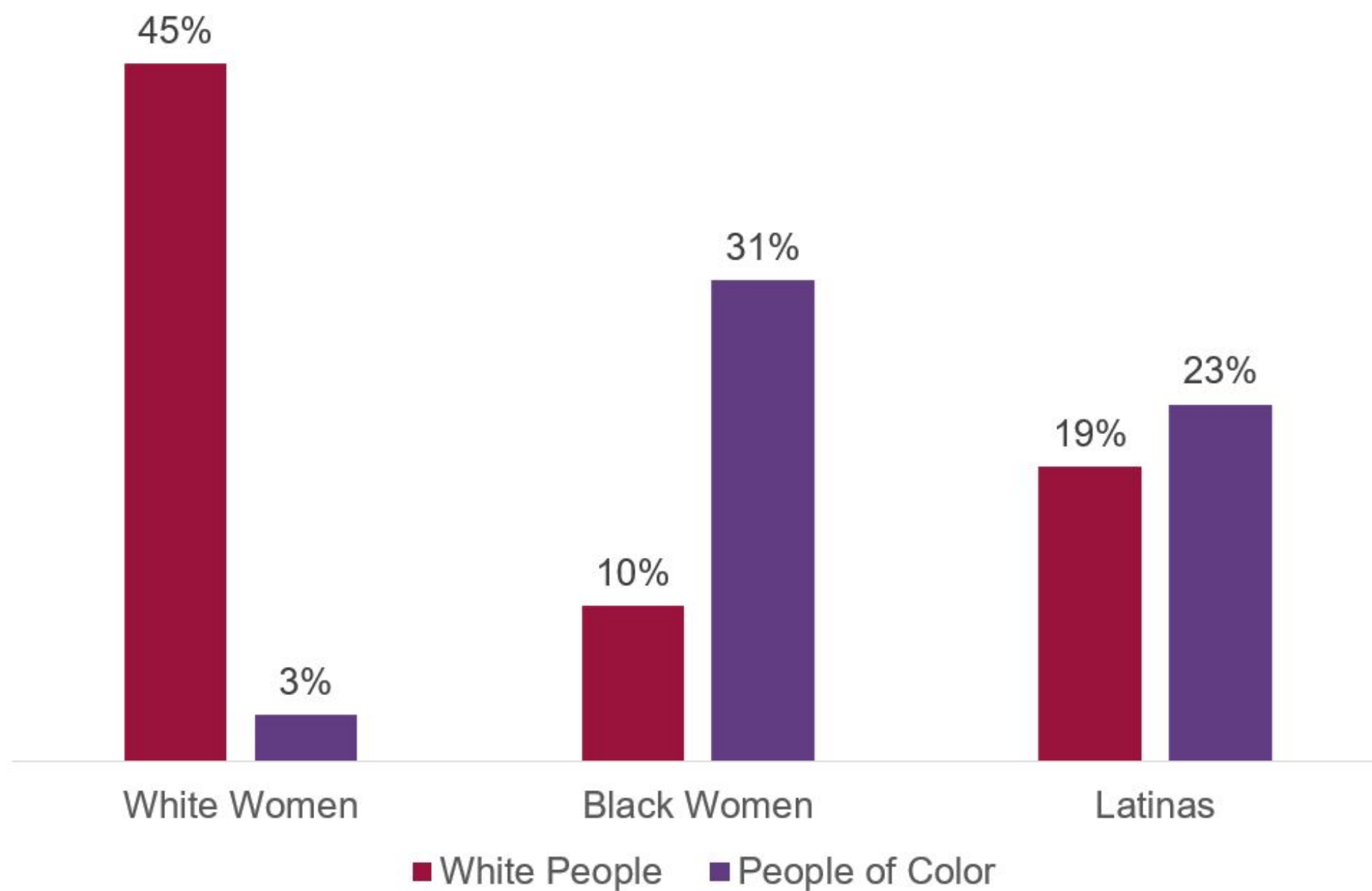
Tendency to gravitate toward people like ourselves

Can be conscious or unconscious - but has impact on the success of women and under-represented groups every day.



Example

Most of my strongest allies at work are...





Intersectionality

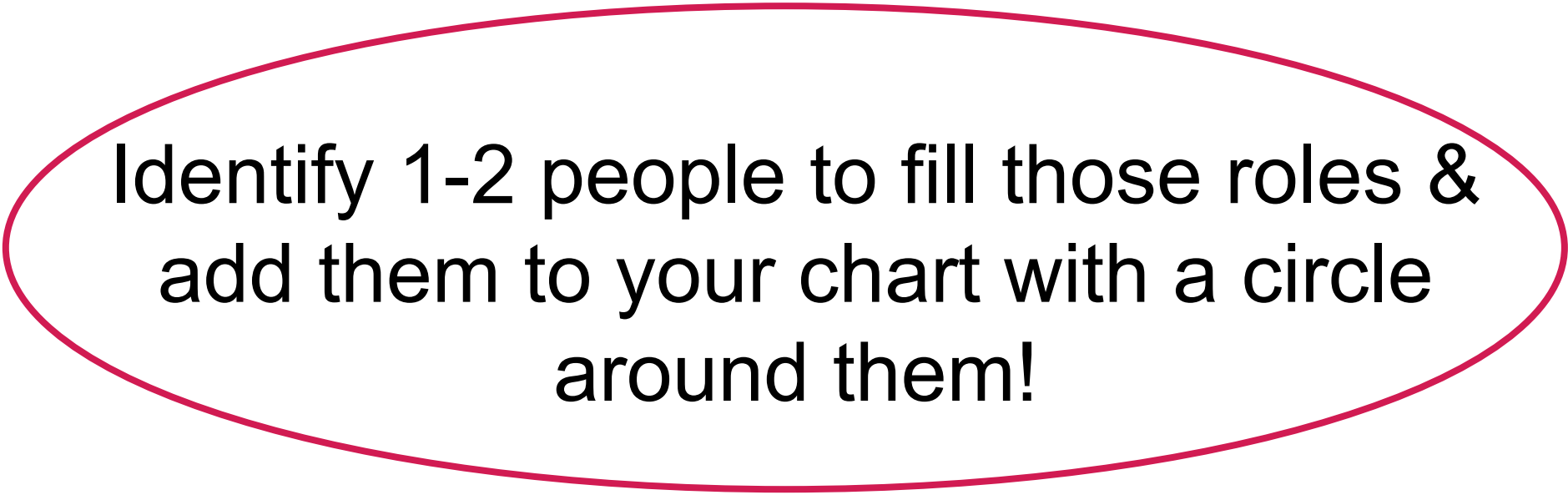
How aspects of a person's social and political identities combines to create different modes of discrimination and privilege

Identifies multiple factors of advantage and disadvantage



Let's return to the chart we filled out earlier.

What groups are underrepresented in your current network?



Identify 1-2 people to fill those roles & add them to your chart with a circle around them!



Strategies to Initiate Relationships

Put yourself out there

Ask

Use work - start the conversation with a work question, idea, or topic

Coffee chats

Get involved in ERGs/BRGs

It takes effort & intentionality!

Video chats



Finding Your Situational Allies

- ▷ Are they supporting an inclusive culture?
- ▷ Are they mentoring other underrepresented/diverse individuals?
 - ▷ Are they a good listener?



Case Studies



Exercise



Review the assigned case study with your group.

Identify how allies could impact the situation.

How might allies have shown up before event?

What might allies do in the moment?

How might allies show up going forward?





Case Study 1

At a large conference for a multi-national corporation, there is session discussing new products. The panel is made up of five men.

A female member of the audience asks, “Where are the women?”

The moderator asks the panelists to address the topic of gender diversity.



Case Study 2

One team in a mid-size insurance company is beginning to feel toxic.

Meetings are unproductive. There is constant interrupting. Some women don't feel like they can voice their opinion. Other team members are being shouted over.

Project results are impacted and clients are beginning to notice negative emotions.



Case Study 3

The female CFO of a relatively large insurance company learns that she has not been invited to an invitation-only conference for top financial and insurance leaders.

Many invitees are her peers at other companies, and even male COO from her own company.



Case Study 4

It is annual review and planning time for a consulting firm. There is a new role opening up that could offer some growth opportunities for mid level actuaries.

Someone mentions Jesse as an option. Dana says “Jesse just had another kid. I don’t think they would be interested.”

The conversation moves on to the next potential actuary.



How to build a culture of allyship



Organizational approach to allies

Make it easy - policies and processes

Equip everyone - education

Encourage awkward conversations

Measure it - yay, numbers!

Walk it - diverse, inclusive leadership



Key Takeaways



Resources

Better Allies Website and Newsletter:

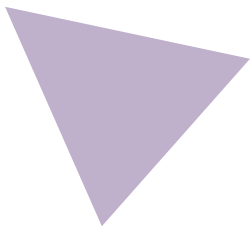
<https://betterallies.com/more-content/>

Lean In's '50 Ways to Fight Bias' Digital Program:

<https://leanin.org/50-ways-to-fight-gender-bias>



Key Takeaways



Types of Allies

Ally Math

Leverage unique strengths

Diverse perspectives

Strong network

Sustainable

Coverage when busy

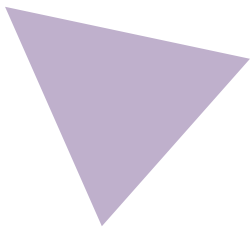
Voices when not in the room

Benefits of diverse allies





Key Takeaways



Who are your allies?

How are you an ally?

How can you diversify your network?

Building a culture of allyship
Education, Practice, Accountability





Q&A

