



CHUBB®

Allies at
Chubb

“Allies will play a critical role in Chubb by helping others understand the importance of equality, acceptance and mutual respect in the workplace. Not only will Allies be advocates and role models, but Allies also help lead diversity and inclusion initiatives within Chubb. If you believe in the value of being free to bring your whole self to work each and every day you can be an influencer too. No matter how you self-identify, you can help share the culture of our company and help ensure that Chubb continues to be the kind of work place where everyone wants to work and is able to be the best version of themselves.”

David Furby
*Regional President European Group
Senior Vice President, Chubb Group
Executive Sponsor, Chubb Regional
Diversity and Inclusion Council*



Factual Background

We understand that people sometimes feel uncomfortable being themselves at work, to the extent that they conceal particular aspects of their identity.

This affects not only their wellbeing both mentally and physically but also their ability to be productive at work. By having active Allies at Chubb we aim to create an environment where everyone is able to be their true selves and to maximise their potential regardless of gender, gender identity, gender expression, sexual orientation, race or religion.

What is a workplace Ally?

- Ally is a term to describe people who believe that everyone should experience full equality in the workplace.
- Allies believe that all people should be treated with dignity and respect regardless of gender, gender identity, gender expression, sexual orientation, race or religion.
- Allies challenge negative behaviours and influence others to foster an inclusive environment.
- Allies are visible and proud to support those around them.

Why we need an Ally program?



42%

Inclusion boosts employees' ability to collaborate



83%

Inclusion boosts employees' ability to innovate



62%

LGBT graduates go back in the closet when they start their first job



85%

CEOs say their Diversity & Inclusion (D&I) strategy has improved their bottom line



81%

Inclusive leadership improves performance and productivity

How to be an Ally

Every Ally brings a different set of strengths but in essence being an active Ally means someone who:

Is visible by wearing an Ally pin, joining Pride activities, attending D&I events, communicating with others and putting D&I on the agenda at team meetings.

Challenges behaviour which could belittle and/or intimidate others in particular in relation to their gender, sexual orientation, race or religion whilst always assuming positive intent.

Uses inclusive language that does not assume that everyone is heterosexual, of one religion, race or culture.

Role models inclusive work practices and creates positive change.

Listens and appreciates that other people's lives and experiences will be completely different to their own, especially in terms of discrimination and prejudice. Having someone to talk to can make a world of difference.

Educates and empowers themselves by attending D&I events to the greatest extent permitted by their work schedule.

Actively advocates for D&I initiatives.

Encourages others to foster an inclusive working environment.

More Information

To find out more visit our Village Page:

<https://village.chubb.com/groups/ally-chubb/overview>

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