

Integrating Diversity and Inclusion (D&I) into the DNA of CNA

ork Force Div



Fair and Equitable Treatment (for Employment and Advancement)



Diversity Goals

Goals

Employee Engagement (

- Encourage managerial support and participation
- Promote Employee Ownership **Groups and D&I Working Groups**
- Celebrate the diverse backgrounds of all employees

- Targeted outreach and recruitment approach
- Diversify College and **University engagement**
- Train and develop all involved on bias-free recruiting interviewing and selections

Outreach and Recruitment

- Internship program as a pipeline
- Job postings with inclusive language

- Identify and remove barriers to level playing field
- Diverse, representative screeners and decision makers in selection process

eanershi.

Ownership

- Broadly advertise opportunities within CNA
- Periodic email unconscious bias challenges

- "What get's measured get's done"
- Establish realistic, achievable and relevant goals to drive accountability, change and results
- Promote transparency, collaboration, trust, equity and fairness
- Conduct annual employee culture survey to identify gaps and measure progress
- Broadly communicate internal career advancement opportunities and processes



Continuous Learning



Communication



- Coordinated and consistent communication strategy
 - Intranet and newsletter

Workplace

Culture

- Identify potential topics for internal publication
- Employ diverse range of images in publications
- Broadly advertise CNA's Commitment to D&I via Corporate Statement, EEO, and Non-Discrimination policies
- Publish annual workforce analytics

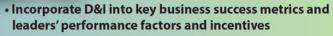
- Promote safe spaces and environments to discuss workspace issues including gender, ethnicity, race, gender identity and unconscious bias
- Live and on-line D&I training for all employees, including bias training
- Collaboration Corner to provide books articles, and resources
- Engage staff with a variety of perspectives on D&I



 Strengthen leader engagement, promote accountability and ownership of D&I

 Provide education, training, and best practices to expand awareness

• Encourage leaders to demonstrate their commitment, build trust, gain new perspectives, lead difficult conversations related to D&I with employees, and lead by example



Business Metrics

 Provide workforce analytics though a D&I dashboard for oversight by leadership



A Diverse and Inclusive **Workforce** and **Working Environment**

Our Commitment to Diversity and Inclusion

CNA is committed to building and sustaining a diverse and inclusive workforce and environment

Employees with differing point of view, frame of reference, and broad ranges of life experience bring an energy and unique advantage that is essential to delivering on our mission

At CNA, we believe diversity and inclusion reflect the world in which we live. It creates a dynamic work environment that fosters trust, innovation, and excellence, while providing an atmosphere where every employee feels respected, motivated, and empowered to perform at a peak level