At Aon, we are committed to driving an inclusive culture in which all colleagues feel encouraged to bring their whole selves to work. We’ve launched the ‘I’m in’ inclusion commitment so each of us may have the opportunity to visibly demonstrate our personal dedication to driving an inclusive culture.

Our vision
We’re committed to creating a diverse, inclusive and collaborative workplace culture — one in which colleagues feel empowered to unleash their full potential while expanding community impact and enabling growth. We believe diversity drives insight and that by giving the top talent seats at our table, we’ll produce the best outcome for clients.

To be a world-class firm, we must model an inclusive work environment, as well as an unmatched and diverse talent strategy. This will allow us opportunities to:

- Better anticipate, understand and serve our clients and communities.
- Attract, grow and retain the best colleagues.
- Outperform for the benefit of our shareholders.

Our strategy
Our goal is to create a shared understanding of D&I, while also developing partnerships and programs that empower our colleagues to live their values.

To that end, we’ve created a threefold strategy to strengthen our impact:

- Build an inclusive culture that attracts and retains the best talent.
- Improve colleague diversity to field the best teams and better serve the needs of our clients.
- Increase cross-cultural competence and develop high-performing teams across borders and functions.

Our best practices
We’re implementing these best practices to drive a strong D&I strategy:

- Set clear goals — We set representation goals, communicated them clearly and are actively developing strategies to ensure a diverse slate of candidates when filling open roles. Additionally, senior leaders are required to set their own D&I goals and will be regularly reviewed for progress.
- Equip colleagues — We offer an inclusion curriculum to all colleagues through an in-house professional skills course. We also developed a leadership team to drive our D&I change agenda. This team regularly communicates
with all colleagues, providing ongoing tools and resources (i.e., Inclusion Guide for Leaders) from our Inclusion Commitment site.

- Make talent a priority — We review our succession plans through a diversity lens, and our D&I strategy is integrated with our talent review toolkits and processes.

- Aspire for diversity — We require our leaders to adopt sponsorship and other related strategies to advance colleagues from underrepresented groups. Our hiring leaders and recruiters also partner to create networks of colleagues and candidates — building a pipeline of diverse talent for open positions.

- Measure progress — We use an annual diversity index to better understand colleagues’ perceptions of our inclusive culture. Additionally, we track our overall representation of colleagues from underrepresented groups, as well as the growth of Aon-sponsored inclusion networks across the globe.

- Challenge industry standards — We embrace innovation to advance our D&I agenda (e.g., via our industry-leading apprenticeship program and “I’m in” commitment).

Our Initiatives — How We Live Our Values

“I'm in” — the inclusion commitment

We've invited all colleagues to voluntarily pledge their personal commitment to inclusion. When they do so, they may publicly display their commitment in their workspace and email. By voluntarily and visibly pledging, “I’m in,” they’re indicating their support for colleagues to be themselves and that noninclusive behavior is not tolerated or accepted.

The “I’m in” commitment to inclusion at Aon gives colleagues the opportunity to state: “I voluntarily and personally commit to:

- Actively demonstrate and promote inclusive leadership and behaviors at all levels across the business — encouraging others to do the same;

- Serve as a role model for encouraging diversity of thought and perspectives to create innovative outcomes that bring the best of Aon to our clients;

- Champion and participate in mentoring, sponsorship, diversity councils and business resource groups; and

- Expect and ensure that diversity is embedded in the way we recruit, train, provide access to opportunities, reward, promote and plan for succession.”

Apprenticeship program

Launched in 2012 in the United Kingdom and now available in the United States, Aon’s apprenticeship program provides opportunities for young professionals to develop vital skills in the workplace while earning a competitive salary as they learn. Apprentices are offered permanent positions with competitive salaries and full support for professional study and qualifications.

The apprenticeship program has helped Aon build an alternative talent pipeline of young, highly skilled and diverse professionals (i.e., 90 percent of participants come from
underrepresented groups). This program helps us attract the best and brightest, while providing young professionals with advanced education and work experiences. Read more by clicking below:

- Apprenticeship programs increasingly put workers on track for jobs in finance (The Chicago Tribune)
- Apprenticeships aren’t just for welders anymore (The Wall Street Journal)
- Aon’s Apprenticeship Program: Meet Victor (YouTube)

Pro bono legal program
Our pro bono initiative, launched in 2014, provides legal counsel to immigrants and refugees often fleeing terrible danger and seeking asylum in the United States. Many of the individuals we represent face grave risk of persecution in their home countries due to race, gender identity or sexual orientation.

Since 2015, colleagues in the law department have taken on nine asylum cases in partnership with the National Immigrant Justice Center. We’ve secured asylum in five cases, with four still pending trial.

Aon has received a perfect score on the Human Rights Campaign’s Corporate Equality Index for 11 straight years (2006–17). In 2017, Peter Lieb, general counsel, accepted the Human Rights Corporate Award from the National Immigrant Justice Center on behalf of the Aon Law Department in recognition of the team’s dedication to offering pro bono legal services to refugees in need.

For more information on Aon’s commitment to D&I, visit www.aon.com/about-aon/careers/diversity-and-inclusion-at-aon.jsp.

→ www.aon.com/about-aon/careers/diversity-and-inclusion-at-aon.jsp