At MassMutual, diversity and inclusion are an important part of our efforts to create a better company for our customers, employees and financial advisors. They are core to what we do, how we act and how we measure success.

We know that when people of different backgrounds and perspectives come together, it leads to the best outcomes. Over time, our approach to creating an environment in which this happens has evolved — from initial work establishing the value of inclusion to bold moves that have begun to change the mindsets and behaviors of our people.

Throughout this journey, our path has been rooted in three areas.

Education
Learning remains at the heart of our strategy, as we are committed to providing opportunities for our employees to understand how they contribute to creating an inclusive workplace.

Our foundational programs for all employees focus on developing inclusive behaviors and communication, as well as the role diversity plays in advancing our strategy. For our leaders, we provide immersive, reflective training to help them gain insights on systemic and unconscious bias, assess their cultural competence, and learn how to work effectively across differences.

Through these experiences, our employees build the self-awareness needed for greater inclusion — and understand the responsibility we all share in fostering it.

Transparency
At the same time, we know that the best supplement for education is information. If we are investing the time and resources to develop our employees, they must know how we are progressing on our journey.

This has led us to sharing comprehensive workforce demographics with employees, providing a new level of information and insight. Our employees now see the aggregate makeup of our population in terms of race, ethnicity and gender, as well as people who voluntarily self-identify as lesbian, gay, bisexual or transgender; an individual with a disability; or a veteran.

Learning remains at the heart of our strategy, as we are committed to providing opportunities for our employees to understand how they contribute to creating an inclusive workplace.
In our view, the more we understand our employee population, the more progress we’ll make, not only in building greater diversity, but also in establishing more openness and trust along the way.

**Accountability**

Ultimately, we know change will only come if we hold ourselves accountable for fostering greater inclusion — both in our company and in the world around us.

In this vein, we introduced goals last year as part of our annual incentive plan to track our advancement. Just like our annual financial targets for sales, profitability and efficiency, we have set annual goals for improving workforce diversity that are part of our overall plan for the year, giving employees a greater stake in building the culture we want to create.

In addition, we recognize our responsibility to speak up for public causes that advocate greater equality. That’s why we’ve supported efforts aligned with our values, from signing amicus briefs and petitions that defend the rights of same-sex couples and transgender individuals to lending support to such initiatives as CEO Action for Diversity & Inclusion and Paradigm for Parity.

All of these endeavors have enabled us to become a more diverse organization, as well as build a greater culture of inclusion. Although we know there is much more to do, we are excited to see where our path will take us, what we’ll learn along the way, and how we’ll grow both as individuals and as a company.

www.massmutual.com/about-us/diversity-and-inclusion