At State Farm, diversity and inclusion (D&I) aren’t just words; they are truly part of how we do business and lead our organization. They are encompassed within our business practices and embedded within our culture. Several of our key enterprise efforts are founded on the core principles of respect, dignity, development and positive interactions. They work together, are mutually reinforcing and collectively support our company goals.

We believe our actions are a reflection of State Farm. Each day, our leaders and associates create and nurture the diverse and inclusive environment we want to experience. Together, we support an environment where people can be themselves the moment they walk through the door — a place where each of us is valued and respected; a place where we invite differences and appreciate the unique dimension each associate adds to the organization.

For us, D&I is a business strategy that better positions us to provide remarkable service to our customers; attract, engage and retain employees; and grow State Farm. However, we embrace D&I because it’s simply the right thing to do.

With D&I an integral part of our business strategy, we have found there are several benefits in executing on D&I strategies under a centralized structure.

Best Practice
State Farm launched its first Diversity Advisory Council in 2001. Over time, we continued to refine our D&I strategy and evolve the Council to meet current business realities under an enterprise-led structure. In 2016, we migrated to an Enterprise Diversity and Inclusion Council (EDIC) consisting of appointed executive and mid-manager-level leadership representing each business function across the enterprise. This Council champions the vision for D&I at State Farm, oversees the direction and implementation of D&I efforts within Council members’ respective departments, and is accountable for enterprise D&I measures.
The EDIC promotes initiatives that strengthen our marketplace, community and supplier diversity efforts and support a diverse and inclusive workplace culture. The Council does this by sharing and implementing practices that create and sustain an inclusive environment that values State Farm talent, helps maintain high levels of productivity and engagement, and contributes to organizational results that positively impact our customers.

Driven by our Enterprise Diversity & Inclusion Strategy, the Council’s core principles are commitment, integration and accountability:

- **Commitment**
  Demonstrate the State Farm commitment to D&I in all aspects of our business (within the workplace by how we treat one another, in the marketplace by how we interact with customers and suppliers, and across the community through community relationships and social impact).

- **Integration**
  Integrate D&I strategies into our department plans and execute upon those strategies.

- **Accountability**
  Hold leaders and the people they lead accountable for treating all associates with respect and dignity and valuing diverse backgrounds and perspectives.

Another element integral to our enterprise-led D&I structure is our Employee Resource Group (ERG) program. We currently have over 15,000 ERG memberships, engaging employees across all locations in building a sense of community and belonging in our workplace. Our ERGs serve as valuable resources for employee growth and development, recruitment, retention, and business ideas and solutions, as well as provide opportunities for employees to get involved with and give back to local communities. We have infused formal leadership into the program with appointed senior leaders and executives who actively support the ERGs in a variety of ways — including participation and sponsorship. These ERG leaders collaborate and work with EDIC members to advance D&I for State Farm.

Council members, ERG leaders and all State Farm leaders are charged with engaging the hearts and minds of employees and inspiring and energizing our people to achieve common goals. We are a company that values the unique perspectives and capabilities of our associates and rely on their diverse talents, backgrounds, cultures and experiences to better serve our customers.