

Why is DE&I essential to group benefits plans?



There's a growing need to support employee health — both physical and mental.

60%

A majority of job candidates said they'd decline a job at a company that didn't value workplace diversity.¹



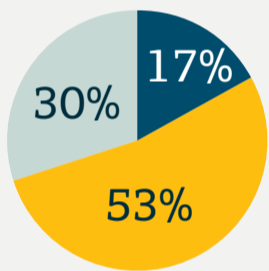
A strong DE&I focus can further support a healthier workplace and help employers reach their organization's goals.



92% of members of diverse groups value their benefits plans



Are we addressing all unique needs?



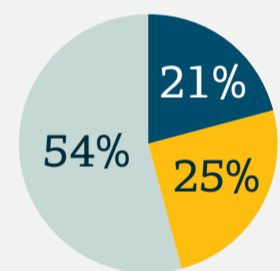
- **strongly agree** their plan addresses their unique needs as a member of their diverse community.
- **are "in the middle"** agreeing somewhat.
- **somewhat or strongly disagree.**

Benefits help recruit and retain talent from diverse groups



Up to 82% of respondents from the various groups said that benefits offered by their employer helped retain them in their job. Benefits appear to be a stronger recruitment driver for members of diverse groups.

Is plan provider communication inclusive?



- said their plans are doing well at communicating inclusively.
- are saying their provider's communication is not inclusive.
- are saying that providers communicate somewhat well from an inclusivity standpoint.

What's important to diverse groups within their benefits plan?



Access to a trusted network of service providers from diverse communities



Virtual care (24/7 access to non-emergency medical care)



Coverage for complementary and alternative medicines



Family building and fertility services

To learn more, read our full report: **Integrating diversity, equity and inclusion (DE&I) into group benefits plans**. You'll gain insights on how embedding DE&I into your group benefits strategy can help attract and retain talent. It's important that you support the health and well-being of employees with diverse life experiences.

¹ Monster, State of the Candidate Survey, 2020

Group Benefits are provided by Sun Life Assurance Company of Canada, a member of the Sun Life group of companies. GB9731-E-10-22-ms-jf



Life's brighter under the sun