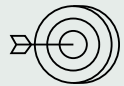


Workplace Benefits DE&I Product Playbook – Tip Sheet

This summary will help you get started with the diversity, equity and inclusion (DE&I) Product Playbook. Visit the different sections for more details on how our products and solutions can help make your workplace benefits more diverse and further your organization's overall DE&I strategy.



Organizational opportunities & objectives

Have a clear vision of your diversity goals. Data, research, and measurable objectives can help ensure the benefits you select best support plan members.

- Know your demographics.
- Ask your plan members for feedback.
- Align your benefits plan strategy with your overall DE&I strategy.
- Consider your budget.
- Set targeted, measurable, and realistic objectives.



Products & solutions

Broad solutions

Broad solutions are about diversity and inclusion. For example, providing access to culturally relevant care.

- Mental health
- Optional providers
- Spending accounts
- Virtual care

Targeted solutions

Providing niche, targeted solutions for plan members is an attempt at creating equity for specific populations within your organization.

- 2SLGBTQ+
- Women
- Persons with disabilities
- Indigenous



DE&I workplace advancement

DE&I isn't a goal or destination. It's an ongoing process and direction forward for your organization.

- Create specific, meaningful communication about your workplace benefits.
- Establish an ongoing review process. Are the changes you're making effective?
- Continuous engagement - the needs of your plan members will likely change over time. Adjust your workplace benefits to meet these needs.

Take action! Expand your DE&I initiatives today.