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DIVERSITY, EQUITY & INCLUSION

APRIL 2023

Welcome to the very first edition of our Belonging@LIIBA quarterly newsletter. We've created this new publication to inform our membership about the initiatives we're running to promoting DEI throughout our market. We're keen to offer individuals and firms opportunities to get involved with our work. See pages 3 and 4 for details.

Alongside updating members on our existing initiatives, we're interested to hear your ideas and suggestions about what you'd like to see from us in the DEI space; for example, perhaps you'd like to see LIIBA organise training or webinar sessions on DEI topics that you'd find helpful. We can be contacted at belonging@liiba.co.uk



LAUNCH DAY

UPREACH AND LIIBA: FEBRUARY 2023

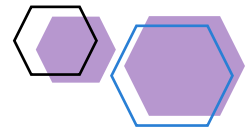
On the 8th February 2023, we officially launched our insurance springboard programme with the social mobility charity upReach. Over 20 university students, supported by the charity, attended the event in London. The launch day had a packed itinerary including a tour of the Lloyd's building, a presentation by the Lloyd's Lab, a lunch session hosted by Miller's attended by a host of Early Careers and Learning & Development specialists and finally a "Meet the Market" event hosted by ACORD. This last event of the day was attended by brokers and underwriters that allowed students to mingle and chat directly with people working in the industry.

Feedback from the event was excellent with one student noting:

It gave me a very good insight into the industry. I never knew the insurance industry was this interesting before.

upReach have recently advised that one of the final year students who attended the launch day was so impressed, they applied for and have just been accepted to a graduate scheme for one of our members.

See later on in this newsletter for information on how you can get involved



STEM AND ESG

MARSH AND LIIBA

Following on from the 2021 STEM Insurance Industry Insights week, held in association with WTW on cyber insurance, we partnered with Marsh in October 2022 to provide students in full time education with an overview of how STEM roles are an integral part of our industry.

The event was held virtually during the October half term break and students were provided with detailed sessions on all aspects of ESG. The students worked in teams with volunteer coaches from across the market to build presentations, the premise of which was to pitch to a fictitious energy company looking to place their insurance into the London market.

Feedback again was excellent, achieving our aim of highlighting our industry. We're especially delighted that students are remaining in touch and enquiring about internships within the market.

LIIBA STEM Insurance Insight Week

Career opportunities in insurance and how the insurance industry is driving change in our society



There is more to insurance than home and motor insurance.
Insurance influences the fourth industrial revolution and key advancements in technology, such as Artificial Intelligence, Quantum Computing, Robotics and Blockchain.

Why we need insurance
Society needs insurance to operate. Insurance provides protection for risks that include cyber hacking, huge natural catastrophic events, satellite launches, major sporting events, large construction projects and piracy and these risks are constantly changing.

Championing STEM skills
We want to bring together potential future leaders to gain an understanding of our sector, and demonstrate how our industry eco-systems and innovative work incorporate different aspects of science, technology, engineering and maths.

We need you – future STEM leaders – to help us innovate and bring about change!

- 1 The London & International Insurance Brokers' Association (LIIBA), in partnership with Marsh, the largest insurance broker in the world, are holding a virtual insight and work experience week to learn more about the insurance sector and the exciting career opportunities that exist.
- 2 We are offering the opportunity for 40 students to join virtual talks from professionals across the insurance industry (consultants, actuaries and technology experts).
- 3 Taking place from 8am – 1pm from 24th – 26th October 2022, the invite is open to students (aged 14-18) with an interest in Science, Technology, Engineering and Maths based subjects.
- 4 The week includes a team project that considers how to support a company looking to protect themselves from changing climate and sustainability risks.





GETTING INVOLVED

HOW CAN YOU HELP?

We formed LIIBA's D&I Panel 2 years ago, as we wanted to gain opinion directly from those most impacted by DEI about how we could make a difference and the areas we should concentrate on.

The message from our panel was clear - LIIBA should embark on action-based initiatives that offer opportunities for member firms of all size to get involved, with the aim of introducing a diverse talent pool to the London market. Additionally, LIIBA should continue to support and promote other Market led initiatives.

Since that time, we have launched our Belonging@LIIBA brand, held 2 STEM Insurance Industry Insights weeks, initiated a brand new 2 week "Get into insurance" pilot programme with The Prince's Trust and partnered with upReach to support 40 high achieving university students from underprivileged backgrounds on an insurance springboard.

None of this would be possible without the support and commitment of member firms and individuals from all areas of the market offering their time to assist. We have detailed some options of how to get involved and we would love to hear from anyone interested in any of the options noted.



LIIBA D&I PANEL:

LIIBA's D&I panel are formed of individuals from minority backgrounds working within the London market, who meet on a monthly basis to discuss the direction LIIBA should take on DEI. Thoughts and ideas are discussed and are put to the LIIBA Board for agreement. If you have any ideas or suggestions you would like the panel to consider, please contact jacqueline.girow@liiba.co.uk

BELONGING@LIIBA DISTRIBUTION

Joining our dedicated Belonging distribution list enables you to hear firsthand about our and other market DEI events and initiatives. You can volunteer for some of our initiatives or simply get to know about events and information you may find useful. Our Belonging distribution list is open to all, and we have welcomed many underwriters and supporting market firms to our community. If you are not already on our Belonging distribution list but would like to be, please email belonging@liiba.co.uk and request to be added.

LIIBA STEM INSURANCE INDUSTRY INSIGHTS WEEK

We are pleased to announce that plans are already underway with Lockton Re to support the 2023 October event and further details regarding this will be announced nearer the time. Our Insurance Industry Insights weeks are supported by individual volunteers from across the market, who coach the young people on the work and how to pull their team presentations together.

A working knowledge of the subject matter is not a requirement to volunteer to be a coach for the week, as the purpose is to help the young people absorb information and express this within their team. Coach versions of the student workbooks are provided to volunteers to assist in this work and pre-course training and familiarisation sessions are provided by us.

The time commitment expectation for volunteers is approximately 1 to 3 hours prior to the October week and then 1 hour per day during the October half term week from 12pm to 1pm.

If you would like to be a volunteer coach for the 2023 week, please sign up to Belonging distribution list, as we send the request out through there in due course.

THE PRINCE'S TRUST "GET INTO INSURANCE" PROGRAMME

The pilot programme was run in 2022 in partnership with Howden Group Holdings. We're delighted that the target objective of positive employment outcomes for at least 50% of participants was exceeded, and many of the 2022 cohort now have full time positions within the London market.

The 2-week programme consists of blended learning with a mix of insurance theory and panel presentations in the morning and practical on the job work experience in the afternoon.

LIIBA are currently in discussions with the Prince's Trust about how we can run the programme again. Opportunities for members will involve activities such as:

- ✚ Sponsoring a lunch during the programme, providing the participants with the opportunity to learn about your firm and the wider market.
- ✚ Individuals from member firms can be part of panel discussions about their work during the programme.
- ✚ Offer a participant a 3-month paid work experience or entry level position within your firm once the programme has finished.

To find out more about this initiative, please email jacqueline.girow@liiba.co.uk

UPREACH INSURANCE SPRINGBOARD PROGRAMME

LIIBA's arrangement with the social mobility charity [upReach](#) provides support for 40 high achieving under graduates from under privileged backgrounds signed to the programme. One of the main benefits for a student (referred to as "Associates" by the charity) is the opportunity to receive one to one mentoring from people working within the industry. The associates are also provided with access to events, information about the industry and the opportunity to gain on the job work experience.

We are pleased that following our recent launch event, we have already reached the 40 associate capacity on the programme and are now looking for the following support:

- ✚ Industry mentors to pair with the associates. We have several mentors signed to the programme already but are looking for more. Mentors come from all roles and areas of the market. Training is provided and we're looking for experienced market personnel who can provide a minimum of 1.5 hours a month to mentor an associate.
- ✚ Be a "business" contact on upReach's [social mobility network](#). upReach liaise with industry professionals who agree for their contact details to be made available to all associates, the premise being that there is a pool of industry specialists who are happy to be approached by associates wanting to make connections or ask business-related questions.
- ✚ Offering one weeks work experience to 1 or more associates for the 2023 work experience week, commencing 19th June 2023.
- ✚ Offering facilities to hold joint events for the associates during the 2023 work experience week.
- ✚ Sponsoring an event during the work experience week.
- ✚ Attending an event during the work experience week to mingle with the associates and discuss your job role
- ✚ Fund a year's CII ordinary membership and Insurance Institute of London fee for an insurance springboard associate (£87). The CII have waived their admin charge for joining.
- ✚ Provide information to LIIBA regarding any paid internships that may be suitable for the associates.

To find out about supporting this initiative and further detail about the above areas, please email jacqueline.girow@liiba.co.uk

BECOME A LIIBA DEI ALLY

For 2023, LIIBA are looking for committed individuals to be active participants in promoting diversity, equity and inclusion. This could be by volunteering to support one of our initiatives, promoting market DEI events within your network, proposing suggestions and ideas to LIIBA for consideration by our D&I Panel, attending training or webinar events aimed at DEI, suggesting articles for inclusion in our quarterly newsletter. If your firm is involved with DEI initiatives that you would like to advertise throughout our network, we are able to share and repost these through our social media channels.

Please join our Belonging@LIIBA distribution list and follow LIIBA on LinkedIn and Twitter



MEET AN UPREACH MENTOR

MELIS OTMAR, ONE OF THE MENTORS FOR OUR UPREACH INSURANCE SPRINGBOARD PROGRAMME

Melis has over 14 years' experience dealing with the specialist area of Marine claims, having achieved her Masters in Shipping, Trade and Finance. We asked Melis to provide some words of wisdom to our upReach associates.



What area of the London market insurance industry do you work in?

Marine

Who are your clients?

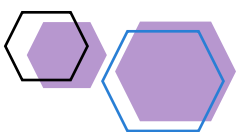
Global Shipping Companies

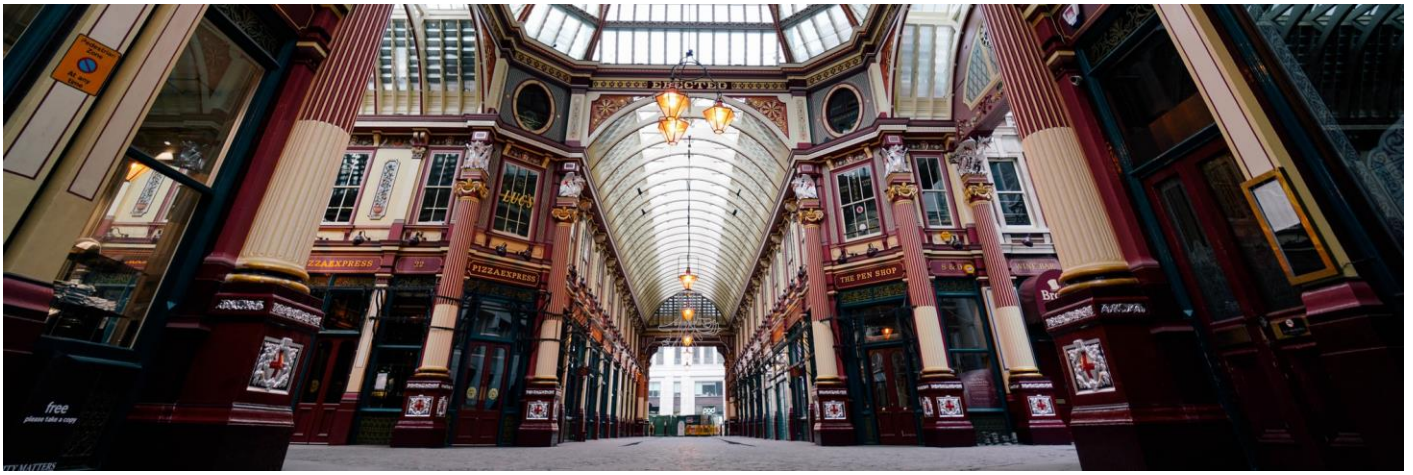
What's the best part of your job?

To be part of the marine adventure, dealing with claims that can happen at any time at any part of the world allowing me to learn and live every day as each marine claim is unique.

What advice would give to someone starting their career in the London market?

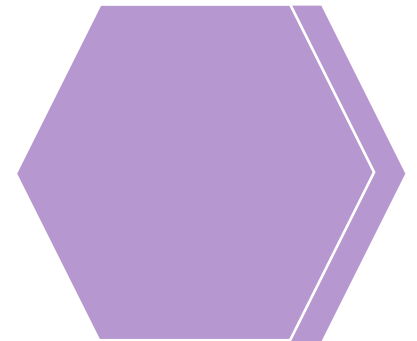
Speak Up! Ask Questions. Your perspective and curiosity are invaluable. Embrace the momentous changes within insurance market brought by diversity initiatives, technological changes and need to have young blood. The insurance world is your oyster.





OTHER MARKET DEI RESOURCES:

- ✚ ACIN – Ethnic Representation in the Insurance Industry: <https://theacin.co.uk/>
- ✚ GIN – Gender Inclusion Network: <https://www.genderinclusionnetwork.co.uk/>
- ✚ iCAN – Insurance Cultural Awareness Network: <https://www.i-can.me/>
- ✚ iDawn – Insurance Disability, Ability and Wellbeing Network <https://www.idawn.co.uk/>
- ✚ IFN – Insurance Families Network: <https://www.insurancefamilies.org/get-involved>
- ✚ Insurance Institute of London: <https://www.iilondon.co.uk/home/about-us/inclusion-diversity/>
- ✚ Link – LGBTQI+ Network: <https://www.lgbtinsurancenetwork.com/>
- ✚ Lloyd’s <https://www.lloyds.com/about-lloyds/our-purpose/inclusion>
- ✚ Lloyd’s Culture Upskilling Programme: <https://www.lloyds.com/news-and-insights/market-communications/culture-upskilling-programme>
- ✚ London Insurance Life (LMG) <https://londoninsurancelife-lmg.com/>
- ✚ NGIN –Next Generation Insurance Network: <https://www.nginlondon.com/>



We hope you have enjoyed our first newsletter. Our next edition is planned for June 2023, where we hope to provide you with further DEI news, views and updates. If you would like to see any specific topics included in future publications, please let us know.

Thank you from everyone on the team at LIIBA.

