



Diversity & Inclusion

Toward A Personal Commitment

For Mutual of Omaha to be successful in delivering on its commitment to providing an inclusive culture for a diverse work force serving an increasingly diverse market, we need your commitment to lead, to advocate, and to advise on issues related to diversity and inclusion.



You will be asked to speak publicly and privately on a wide range of issues, many of which you may have little or no expertise on. We do not need, and are not expecting you to have that expertise, but we do want you to be able to authentically and courageously share why this set of issues are important to you, why you believe they are important to Mutual of Omaha and any personal experiences and insights that you have to support your perspective.



Before talking about individual and collective behaviors, it is important to consider the underlying insights and beliefs. While your position is already informed by evidence, by the commitments that Mutual of Omaha has made, by our organizational values, priorities, and by the ways in which we create value, we recommend that you reflect intently on the individual insights that make up your personal story and your personal commitment to this work.



Sharing personal stories and personal commitments involves a certain amount of vulnerability. Greater psychological safety is both one of the objectives of this work and necessary for us to succeed. Each of us carries a profound responsibility to prove that it is safe for our peers to take risks and to be vulnerable in front of us, that it is safe to be true and to tell the truth.

Take some time to contemplate and journal on these questions for reflection, the answers to which will further illuminate your personal investment in this work.

(Note: some of these are adapted from/inspired by Jennifer Brown's book, "Inclusion: Diversity, The New Workplace & The Will To Change")

1. Consider a time when you felt excluded. How did it feel? What caused those feelings? How did those feelings impact your behavior or performance? What do you wish would have been different about that experience? What did you learn about yourself and others?
2. In your personal life, have you joined forces with or befriended someone different from you? How did that relationship impact you? What did it teach you?
3. Have you had an encounter at work with someone from a different culture, background or orientation that has influenced you? This person may be a mentor, manager, peer or customer. What did you learn from that difference? Has it altered your leadership style in any way?
4. Consider a time when someone disagreed with you or challenged your perspective, and how that proved to be valuable to you or to your group. How did you react initially? How did others react? How did you and others come to see the value of diversity of thought? How did conflicting viewpoints, extreme perspectives or innovative ideas make a positive difference?
5. What issues or stories in the media are bothering you or resonating with you right now? How do current events and media attention influence your understanding of and reaction to issues surrounding diversity and inclusion? How do they strengthen or detract from progress with this work? How do they affect you personally?
6. Why is diversity important to you?
7. Why is inclusion important to you?
8. Why do you believe that diversity and inclusion are important to Mutual of Omaha?

Diversity and inclusion are important to me personally because

_____, and I
believe they are important to Mutual of Omaha because

_____.

If we do not follow through on our personal and organizational commitments to this work, I am afraid _____.

I am making a personal commitment to this work, for my benefit, for your benefit, and for our benefit. I hope that you will do the same.

Here's how I will bring my commitment to life:

I will _____.

I will _____.

I will _____.