



AFRICAN AMERICAN EMPLOYEE RESOURCE GROUP

















DIVERSITY, EQUITY & INCLUSION

WHAT IS THE mission & vision OF THE AFRICAN AMERICAN EMPLOYEE RESOURCE GROUP?

The African American Employee Resource Group is an inclusive mechanism for gathering while disseminating career-related information, promoting targeted organizational growth, success of African American employees and other diverse employees at The Auto Club Group.

This group provides a supportive environment in which African American employees can celebrate and showcase their diverse talents, develop professionally and contribute to growing ACG. Employee Resource Groups are open to all employees who want to make a difference in the workplace and the communities ACG serves.

THE AUTO CLUB GROUP ACHIEVED FOURTEEN NATIONAL/ REGIONAL RECOGNITIONS FOR DE&I best practices AND TOP workplace culture:

-  2022 NDC Index Best U.S. Companies for Diversity
-  2022 Seramount Inclusion Index
-  2022 Diversity Impact Awards
-  Top 25 ERG 2022 Diversity Impact Awards
-  Top 10 Enterprise-wide ERGs
-  2022 Diversity Impact Awards Spotlight Impact Awards (AAPI ERG)
-  DE&I Practices Top Work Places Award
-  DE&I MIDC Racial Justice and DEI Advocacy Award Great Lakes Women's Business Council
-  2022 Excellence in Supplier Diversity - Advanced Award
-  2023/2022 NDC Index Best U.S. Companies for Diversity
-  2023 NDC Index Best Companies for Multicultural Women
-  2022 Top Workplaces USA Award
-  2022 Tampa Bay Times Top Workplaces Award
-  2022/2023 Top Workplaces USA Award

HOW DOES THE AFRICAN AMERICAN ERG *foster a culture* OF BELONGING AND INCLUSION?

If we were asked to summarize our ERGs in one word it would be “opportunity.” Our ERGs provide opportunity for employees to come together, to learn from each other, and for our ACG family members to be heard and seen by colleagues across the company. In addition to offering employees a great way to connect with colleagues who share similar backgrounds and experiences, ERGs enable the following:



Workplace
cultural
awareness



Inclusive
business ideas and
innovation



Professional
career
development



Executive
leadership
engagement



Corporate
community
engagement



Diversity recruitment
and retention
strategies

As a whole, ERGs strive to build a successful and sustainable foundation that represents the diverse perspectives of our employees and members.

Voices of OUR AFRICAN AMERICAN EMPLOYEE RESOURCE GROUP MEMBERS

"The African American ERG is simply phenomenal! The latest leadership team is truly providing great resource information, newsletters and the inclusive actions."

"The African American ERG leadership team is full of incredibly smart, driven, engaged individuals giving their best to bring the best to The Auto Club Group community. We welcome people of all backgrounds and walks of life and strive to be inclusive in every way."

"Juneteenth event with high powered speakers from the Board of Directors."

"Articles on Black History, meaningful and insightful events that are educational and informational."

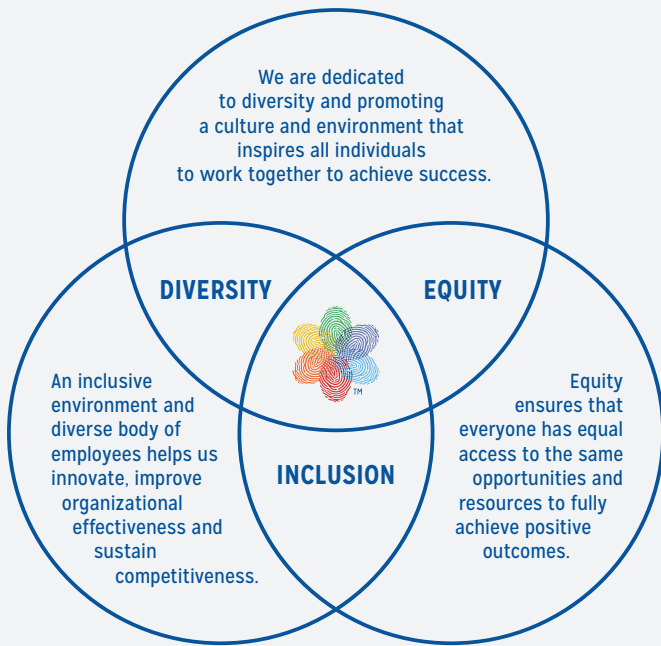
"The African American ERG is engaging and inspiring."

"The ERG allows me to personally impact the culture of the organization. These changes have the potential to leave a mark, long after I'm gone."

"Being involved in an ERG gives me high energy at work!"

"Our ERGs allow every employee to be their authentic self."





We are committed **ALL THE WAY AROUND**

The Auto Club Group (ACG, part of AAA) is committed to building and sustaining an organization which reflects the diversity of our outstanding membership base and their diverse communities.

To build on our mission to provide workforce diversity, equity, and inclusion, we aim to cultivate a workplace culture where employees are empowered to innovate, enhance organizational effectiveness, and embrace our unique talents, ideas, and cultural experiences. Employee Resource Groups (ERGs) are integral to these efforts.

DIVERSITY, EQUITY & INCLUSION

Vision & Mission

The vision and mission of The Auto Club Group (ACG) diversity, equity and inclusion strategic plan is to build a successful and sustainable foundation that represents the diverse perspectives of our employees and members. ACG will promote a culturally inclusive environment that energetically connects our vibrant workforce, our members and the communities we serve.



“Employee Resource Groups are a vital part of many organizations’ diversity and inclusion strategy. Over the years, we have seen them progress from social networks to professional development networks and in recent years to business impact networks. ERGs contribute to their organizations across all priority areas including business impact, community engagement, recruitment and advancement efforts and workplace culture.”

Seramount, Diversity Best Practices

LEARN MORE AT WWW.AAA.COM/DIVERSITY

We are as unique as our fingerprints that mark individual human identity. Great things happen when we come together and connect our unique talents, ideas, cultures and experiences.



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