



EMERGING PROFESSIONALS EMPLOYEE RESOURCE GROUP

















DIVERSITY, EQUITY & INCLUSION

WHAT IS THE *mission & vision* OF THE EMERGING PROFESSIONALS EMPLOYEE RESOURCE GROUP?

The Emerging Professionals Employee Resource Group (ERG) is created to advance ACGs diversity and inclusion strategy for the interests of career development millennials and post-millennial generation employees. This ERG will serve and advocate a supportive workplace environment. The Emerging Professionals ERG is open to all ACG employees regardless of age, race, gender, ethnicity, religion, sexual orientation, veteran status,

individuals with disabilities, etc. The vision of the Emerging Professionals ERG is to create an inclusive, empowering, supportive environment where emerging professionals can grow their careers and ACG.

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

HOW DOES THE EMERGING PROFESSIONALS 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 EMERGING PROFESSIONALS EMPLOYEE RESOURCE GROUP MEMBERS

"The Diverse Abilities ERGs partners within the business to elevate the levels of diversity, accessibility and inclusion across the organization and facilitate meaningful conversations, activities and efforts around Disability etiquette."

*"Our ERG has created outlets for free communication and exchange of ideas across ACG. We have also created avenues to learn about other diverse cultures and how accessibility is a leadership trait."
"We are a cross functional employee network."*

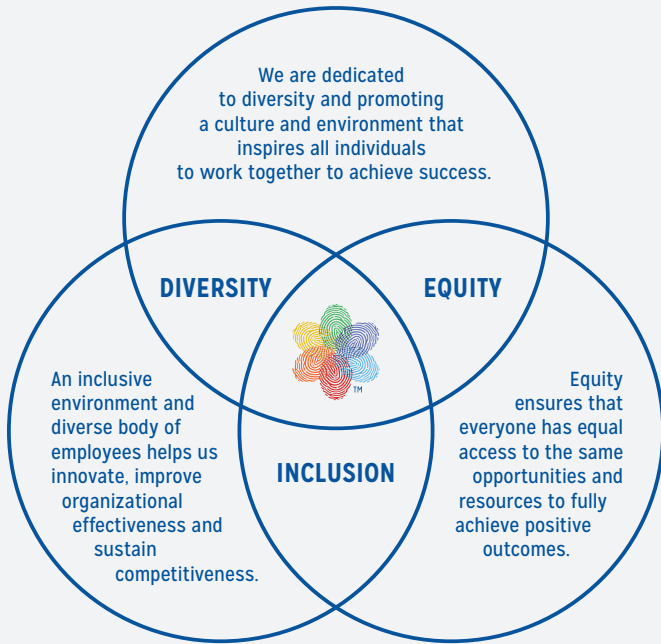
"Collaborations and connections."

"I have gained the ability to lead more projects and teams."

"Our Diverse Abilities ERG is actively helping ACG employees develop knowledge and skills to better understand our members and fellow co-workers who may have different views, abilities and backgrounds."

"The Diverse Abilities ERG has influenced a culture in which our leaders can learn new skills to harness the abilities of their employees and maximize their contribution to our company."





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.

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.



“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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