



# HISPANIC/LATINX EMPLOYEE RESOURCE GROUP

















DIVERSITY, EQUITY & INCLUSION

# WHAT IS THE mission & vision OF THE HISPANIC/LATINX EMPLOYEE RESOURCE GROUP?

The Hispanic/ LatinX Employee Resource Group (ERG) is created to advance ACGs diversity and inclusion strategy for the interest of employees who self-identify as Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. The Hispanic/ LatinX ERG group is open to all ACG employees regardless of age, race, gender, ethnicity, religion, sexual orientation, veteran status,

individuals with disabilities, etc. The vision of ACG Hispanic/Latinx ERG is to build and strengthen our network of Latinx employees, to promote genuine understanding and appreciation of our diverse cultural backgrounds, and to empower and enable us to work together to develop our professional skills and expand our contributions to the creation of meaningful value for OneACG, its members, and the communities we serve.

## 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 HISPANIC/ LATINX 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 HISPANIC/LATINX EMPLOYEE RESOURCE GROUP MEMBERS

*“As part of ACG’s Hispanic/LatinX ERG community involvement initiatives, we partnered with Hispanic National Bar Association to advocate for the next generation of law makers.”*

*“Education and cultural awareness is a staple topic of the Hispanic/ LatinX ERG.”*

*“Our ERG has launched a Spanish Language learning program for ACG to support professional and personal growth.”*

*“It is so rewarding to be part of the group and see the impact our initiatives are making on the organization and the lives of our employees. This energizes me to continue investing in our ERGs.”*

*“I have gained the ability to lead more projects and teams.”*

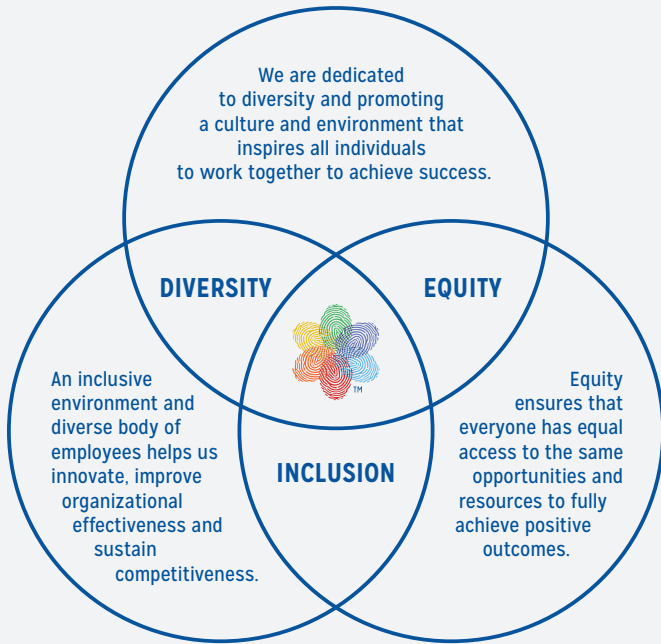
*“We are an outlet open communication and exchange of ideas across ACG.”*

*“Hispanic/ LatinX ERG is a cross-functional employee network.”*

*“Collaboration, intersectionality and connections are at the core of what we do.”*

*“Our Hispanic/ LatinX ERG is actively helping ACG employees develop knowledge and skills to better understand our members and fellow co-workers who may have different views and backgrounds. We are creating 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](http://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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