



MIDDLE EASTERN/NORTH AFRICAN EMPLOYEE RESOURCE GROUP

















DIVERSITY, EQUITY & INCLUSION

WHAT IS THE mission & vision OF THE MIDDLE EASTERN/NORTH AFRICAN EMPLOYEE RESOURCE GROUP?

The vision of the Middle Eastern/ North African (MENA) ERG group is to promote awareness of the richness and diversity of Middle Eastern/North African cultures by being leaders, mentors and offering opportunities for professional development as well as helping ACG become an advocate of the Middle Eastern/North African communities we serve.

The Middle Eastern/North African Employee Resource Group (ERG) is created to advance ACG's diversity, equity and inclusion strategy for the interest of employees who self-identify with various Middle Eastern nations. The Middle Eastern/North African ERG group is open to all ACG employees regardless of age, race, gender, ethnicity, religion, sexual orientation, veteran status, individuals with disabilities, etc.

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 MIDDLE EASTERN/ NORTH AFRICAN 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 MIDDLE EASTERN/ NORTH AFRICAN EMPLOYEE RESOURCE GROUP MEMBERS

"I've been with our organization for 22 years. I've had the pleasure to work with the DE&I team since the beginning when they were conducting focus groups. Fast forward to 2022, I am so proud to see the DE&I team grow and mature into the incredible team that they are today. I feel so included as an employee of Middle Eastern/North African descent."

"The launch of the Middle Eastern/North African ERG has brought more awareness to the employees regarding the various cultures and traditions that exist within that demography by providing the opportunity to have an open dialogue, share thoughts and embrace diversity and inclusivity among the employees."

"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."

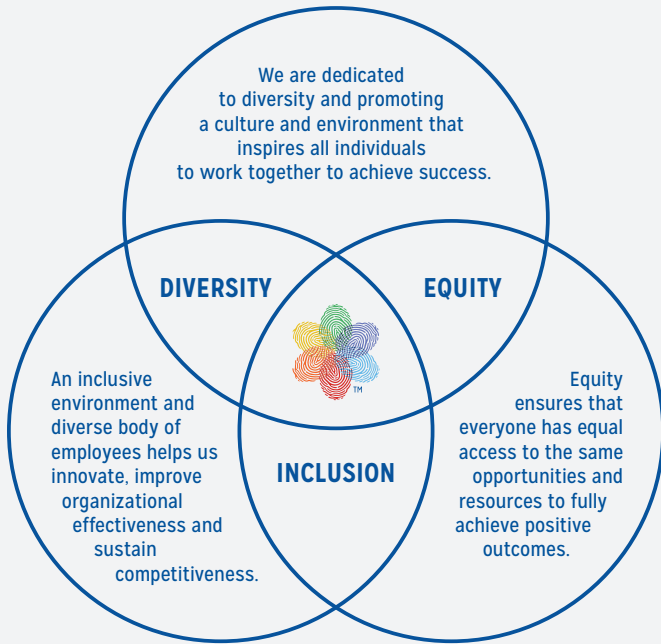
"The Middle Eastern/North African ERG has created outlets for free communication and exchange of ideas across ACG. We have also created avenues to learn about other cultures that weren't there previously."

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

"The Middle Eastern/North African ERG is a cross functional employee network."

"Our 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."





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.



DIVERSITY, EQUITY & INCLUSION