



PRIDE EMPLOYEE RESOURCE GROUP
















DIVERSITY, EQUITY & INCLUSION

WHAT IS THE mission & vision OF THE ACG PRIDE EMPLOYEE RESOURCE GROUP?

Everyone's welcome. These simple yet profound words are at the heart of our LGBTQ+ employee resource group, ACG Pride. Join us as we collectively bring to life our vision of a safe, inclusive, and welcoming corporate culture that embraces and empowers our diverse workforce. Whether you identify as part of the LGBTQ+ community, have a friend or loved one that you want

to support, or are an ally, we invite you to join us on our journey. Our Pride Employee Resource Group (ERG) led by LGBTQ+ coworkers. You also have LGBTQ+ mentors available to you - we all need understanding and guidance to navigate our careers. Along with mentors, the Pride ERG provides career-related information to foster your success at 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 PRIDE 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 PRIDE EMPLOYEE RESOURCE GROUP MEMBERS

“Our ACG Pride ERG Program has partnered with our organizations benefits & wellness department to expand mental health, fitness, family support, and financial support programming to help employees connect to needed resources.”

“The Pride ERG has been able to engage in outreach programs through local sponsorships to engage our ERG members across our 14-state footprint. We’ve also been given access to networking conferences - and have sent our ERG members to these educational opportunities.”

“The Pride ERG is a cross functional employee network.”

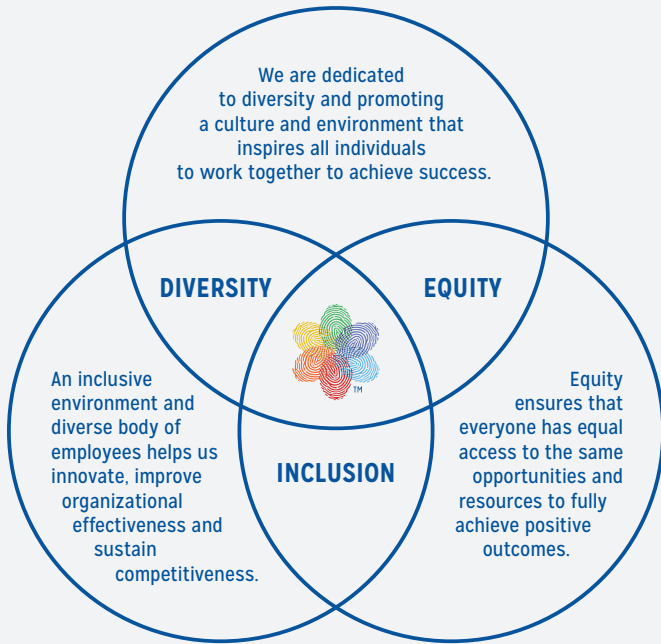
“Collaborations, ally-ship and connections is at the heart of the Pride ERG.”

“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.”

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

“We are creating a culture in which our leaders can learn new skills to harness the skills 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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