



WOMEN IN LEADERSHIP EMPLOYEE RESOURCE GROUP



DIVERSITY, EQUITY & INCLUSION















WHAT IS THE mission & vision OF THE WOMEN IN LEADERSHIP EMPLOYEE RESOURCE GROUP?

The Women in Leadership Employee Resource Group (ERG) is created to advance ACG's diversity and inclusion strategy for the interests of women employees. This ERG will serve and advocate equal opportunities and a supportive workplace environment. The Women in Leadership ERG is open to all ACG employees regardless of age, race, gender, ethnicity, religion, sexual orientation, veteran status, individuals with disabilities, etc.

Men are welcomed to join us on our journey as well.

The vision of Women in Leadership ERG is to welcome individuals from diverse backgrounds, experiences, and viewpoints into a supportive environment that will provide opportunities to promote women's professional and personal development that contribute to ACG's success while "living their purpose and bringing their value."

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 WOMEN IN LEADERSHIP 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 WOMEN IN LEADERSHIP EMPLOYEE RESOURCE GROUP MEMBERS

"The Women In Leadership ERG has local chapters that allow members to meet new friends within the ERG, share interests, get assistance from experts in the ERG on work projects, and work on projects that impact local areas."

"The Women in Leadership ERG has sponsored several impactful events addressing topics such as 'Candid Conversations' Breast Cancer Awareness, Depression, Domestic Abuse, PMS/Menopause, Virtual Fitness classes, Afternoon Comedy Sessions, Mental Health awareness, and 'Seizing Success: A Woman's Guide to Transformational Leadership' with Dr. Mary Key.

"We contribute volunteer time and donations annually to organizations such as Alternative for Girls in

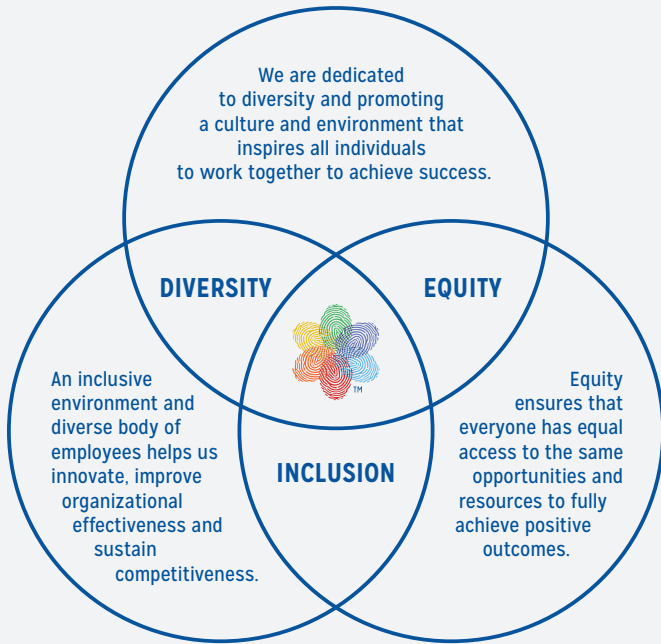
Michigan; Mary Lee's House in Florida, and My Sister's House in North Carolina, just to name a few."

"The Women in Leadership ERG has engaged in outreach programs through local sponsorships to help our ERG members across our 14-state footprint. We also provide access to networking conferences and send our ERG members to these educational opportunities."

"I am excited about the initiative to partner with HR to recruit and promote women in underrepresented lines of business within our organization."

"The development of educational events and scholarships, particularly for women in historically underrepresented career fields, is simply amazing."





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