

Milliman's commitment to diversity, equity, and inclusion

Diversity, equity, and inclusion are integral to Milliman's mission to serve our clients to protect the health and financial well-being of people everywhere. By including everyone, we can draw on our differences and uncover similarities in who we are, what we have experienced, and how we think. This enables us to continually enhance our delivery of services that exceed the expectations of our clients, strengthen our communities, and provide opportunities for all.

OUR VALUES AND PRINCIPLES

Diversity is a dynamic and multifaceted concept and aligns with our core value of opportunity. We acknowledge that our firm is enriched by the variety of perspectives contributed by all our colleagues. Therefore, we create space and provide a platform for everyone to add value. We enhance our communities through the intentional dedication of time, talent, and financial resources.

We acknowledge that we still have work to do in this area and are committed to creating greater access to employment opportunities, enhancing our recruiting efforts to source talent from unique and nontraditional backgrounds, and supporting a workplace that fosters retention, growth, and career mobility of all our people. Milliman recognizes that while talent is everywhere, opportunity is not. We do not set global hiring or promotion targets. Our aim is to expand the visibility of Milliman career opportunities to a large pool of potential candidates. We believe that a workforce where everyone feels they can belong and contribute underscores and strengthens our commitment to continued innovation, and it maximizes and unleashes the fullest potential of our people.

OUR ACTIONS

To demonstrate our commitment to these values and principles, we promote activities such as:

1. Financial and advisory support to the International Association of Black Actuaries, the Organization of Latino Actuaries Network of women actuaries and allies, Abacus actuaries, and a founding member of ASANA
2. The Milliman Opportunity Scholarship for eligible college students pursuing STEM majors
3. Financial and volunteer support to the Math Motivators program, tutoring students in mathematics in school districts within under-served communities
4. The MicroInsurance Centre at Milliman, which advises governments, NGOs, and private companies on using microinsurance products to help protect vulnerable populations against risk
5. Financial support of Employee Resource Groups through a dedicated budget

To learn more about Milliman's commitment to diversity, equity, and inclusion, please visit milliman.com/social-impact.

