



STATEMENT

The importance of Diversity, Equity and Inclusion (DE&I) considerations in insurance supervision

The IAIS recognises the importance of Diversity, Equity and Inclusion (DE&I) considerations to the objectives of insurance supervision and consequently to the IAIS' mission.

There is growing acknowledgment that advancing DE&I within insurers' organisations and business models supports sound prudential and consumer outcomes and sustainability objectives, for example:

- Diversity embedded within an organisation, reinforced by a culture of equity and inclusiveness, positively impacts insurers' corporate governance and risk management by improving decision-making and reducing the risk of groupthink. This, in turn, may contribute to better financial outcomes for insurers;
- DE&I built into insurers' business models may facilitate innovation and lead to positive consumer outcomes. For example, the design, distribution and servicing of insurance products could be better tailored to actual consumer needs. It may also help prevent potentially discriminatory practices in the design and distribution of insurance products and reduce misconduct; and
- Advancing DE&I within an insurers' organisation plays a role in achieving broader Environment, Social and Governance (ESG) objectives, such as creating more accessible markets and supporting financial inclusion among traditionally underserved communities and individuals, including progressing inclusive insurance.

DE&I touches on several strategic themes identified in the IAIS Strategic Plan 2020-2024. It is particularly relevant to conduct and culture, but also to financial inclusion and sustainable economic development as well as technological innovation. Therefore, the IAIS will prioritise work on DE&I as it relates to these strategic themes, by supporting insurance supervisors' and the insurance sector's efforts to further consider and take actions on DE&I issues.

Specifically, the IAIS is committed to deepening and strengthening its work on DE&I through the following activities:

- Undertaking exploratory work on the insurance sector's efforts and steps taken by supervisors in support of DE&I objectives, including via engagement with stakeholders;
- Incorporating relevant DE&I aspects into ongoing IAIS projects and activities, in particular those related to corporate governance, culture and conduct; and

- Exploring opportunities to cooperate with other international organisations and partners, such as our implementation partner, the Access to Insurance Initiative (A2ii), to encourage supervisory dialogue and sharing of good practices.

The IAIS operates as a global, inclusive organisation with Members from more than 200 jurisdictions, over 60% of which are from emerging markets and developing economies. As part of its commitment to DE&I, the IAIS will also be taking actions to further build DE&I into its own internal governance and processes.

About the IAIS

The IAIS is a global standard-setting body whose objectives are to promote effective and globally consistent supervision of the insurance industry to develop and maintain fair, safe and stable insurance markets for the benefit and protection of policyholders and to contribute to the maintenance of global financial stability. Its membership includes insurance supervisors from more than 200 jurisdictions. For more information, please visit www.iaisweb.org and follow us on [LinkedIn: IAIS – International Association of Insurance Supervisors](#).