

Questions for public consultation on draft application paper on supervising diversity, equity and inclusion: the governance, risk management and culture perspective

Thank you for your interest in the public consultation on draft application paper on supervising diversity, equity and inclusion: the governance, risk management and culture perspective. The Consultation Tool is available on the IAIS website.

Please do not submit this document to the IAIS. All responses to the Consultation Document must be made via the Consultation Tool to enable those responses to be considered.

Consultation questions

1	General comments on the Application Paper
2	Comments on section 1 Introduction
3	Comments on section 1.1 Context and objective
4	Comments on Box 1 Interpretation of the terms diversity, equity and inclusion in this paper
5	Comments on section 1.2 Related work by the IAIS
6	Comments on section 1.3 Proportionality
7	Comments on section 2 Why DEI within an insurer matters to ICPs 7, 8 and corporate culture
8	Comments on Box 2 What is groupthink and why does it matter to insurers?
9	Comments on section 3 What should a supervisor look out for?
10	Comments on section 3.1 Relevant matters to look at
11	Comments on section 3.2 Warning signs an insurer might need to enhance its DEI efforts
12	Comments on Box 3 What is DEI-washing?
13	Comments on Box 4 Indicators of positive action on DEI at an insurer
14	Comments on section 4 What can a supervisor do in response?
15	Comments on section 4.1 Industry-wide approach
16	Comments on section 4.1.1 Use of soft powers
17	Comments on section 4.1.2 Incorporating DEI themes into supervisory approaches
18	Comments on section 4.1.3 Develop requirements
19	Comments on section 4.2 Insurer-specific engagement
20	Comments on section 4.2.1 Understanding an insurer's approach to DEI
21	Comments on section 4.2.2 Undertake review work to examine DEI related arrangements and plans
22	Comments on Box 5 Collecting and using data as part of a DEI strategy
23	Comments on section 5 Conclusion