

# LEADERSHIP IN DEI

## Laura Mably

executive vice-president and chief human resources officer

The Co-operators Group Limited

*Co-operators' approach to DEI includes accessibility. Why is the whole package of inclusion, diversity, equity and accessibility important?*

Our approach to inclusion, diversity, equity and accessibility ("IDEA," as we refer to it within our organization) is exactly that—the whole package. Canada is one of the most diverse countries in the world, and those who call Canada home value different things. We strive to help build resilience for Canadians and our communities by removing barriers and expanding access to inclusive health and wellness benefits to the broad spectrum of underrepresented groups. It's important for us to acknowledge that the journey to inclusion may look different from one community to another; and our role is to learn how best to provide ongoing support for everyone's unique challenges and needs.

*How is IDEA embedded into your corporate action plan today? How do you see it evolving in the future?*

Our IDEA Strategy was developed to directly support our corporate strategy and purpose of improving financial security for Canadians and our communities. The way we see it, we can't pursue our business goals without also supporting IDEA—they're inextricably linked. As part of our IDEA program, we have a Reconciliation Strategy, financial resilience initiatives and inclusion efforts that are increasingly embedded into everything we do at Co-operators.



benefits to help support a diverse and inclusive workplace culture.

Developed in alignment with our values of responsibility, integrity and inclusion, our inclusive group coverages will enable the reimbursement of non-traditional health-care expenses that would otherwise have been available only at great personal cost to those requiring this treatment and care. These new benefits

aim to serve the evolving and growing needs of our society in pursuit of greater access and inclusion for all.

*Why is it important to Co-operators to meet unmet needs?*

As a co-operative, we're an inclusive organization by our very nature. The fact that unmet needs exist fuels our vision of being a catalyst for a resilient and sustainable society. Building resilience among Canadians and the communities where we live is integral to who we are as an organization. It's built into our vision, mission and values—and is central to our guiding principles. We're very fortunate to be able to help fulfill unmet needs in the financial lives of our fellow Canadians.

Looking to the future, we continue to invest in programs and initiatives that demonstrate our long-term commitment to IDEA. Our new inclusive group benefits coverages focus on supporting diversity, equity and inclusion in the workplace. We're committed to providing flexibility and choice to our members to help cultivate an environment where who you are matters.

*How do your expanded group benefits products support IDEA?*

Co-operators' new suite of inclusive coverages features expanded benefits solutions to meet unmet needs. We are very pleased to offer new family building, gender affirmation, weight management and Indigenous health benefits. These coverages provide significant flexibility and choice for employers to implement tangible

