

Milliman's statement on diversity, equity, and inclusion



Our commitment

Diversity, equity, and inclusion are core to Milliman's mission to protect the health and financial well-being of people everywhere. By including everyone and drawing on differences in who we are, what we have experienced, and how we think, we are better able to deliver services that exceed the expectations of our clients, strengthen our communities, and provide opportunities for all. We are driven by the understanding that our actions have long-term effects on our employees, our clients, and ultimately, society.

Our values and principles

We recognize that our firm is strengthened by the diversity of our people, and that diversity itself is a complex and multifaceted concept. To that end, we give voice to those who need it. We improve our communities through purposeful commitment of time, talent, and financial resources.

We acknowledge that to achieve these goals we must dedicate ourselves to continuous improvement. To that end we are committed to expanding the pipeline of qualified employment candidates, enhancing our recruiting efforts to attract more diverse qualified job applicants, and supporting a workplace that fosters retention, growth, and career mobility of all our people. We believe that a diverse, equitable, and inclusive workplace underscores and strengthens our commitment to continued innovation, and it empowers and encourages our people to contribute more and varied ideas.

Our actions

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

- Financial and advisory support to the [International Association of Black Actuaries](#) and the [Organization of Latino Actuaries](#).
- The Milliman Opportunity Scholarship for college students pursuing STEM majors who are members of ethnic groups and races that are under-represented in these fields.
- Financial support to the [Equal Justice Initiative](#) and [Facing History and Ourselves](#).
- Financial and volunteer support to the [Actuarial Foundation Math Motivators](#) program, tutoring students in mathematics in diverse school districts in under-served communities.
- The [MicroInsurance Centre at Milliman](#), which advises governments, NGOs, and private companies on using microinsurance products to help protect vulnerable populations against risk.

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