



Million Women Mentors

Women in Insurance Initiative

Frequently Asked Questions

Driving Change for Women in Insurance – Data Insights 2022

SURVEY-RELATED FAQ

What is this data collection project all about?

The purpose of this data collection effort to produce a report on the state of women in the insurance industry and drive change to ensure that insurance is a desirable, stimulating and opportunity-rich industry for woman.

Who is behind the project?

This project is an initiative of the Million Women Mentors' Women in Insurance Initiative (WII).

The mission of WII is to increase diversity in the insurance industry and to promote insurance as a desirable, stimulating and opportunity-rich industry for women. Members of the WII Consortium advocate for pay parity and a notable increase in the number of women in leadership positions and encourage and support young women in pursuing careers and leadership roles in the insurance industry through mentoring, career development programs for women, and other talent advancement efforts.

What kind of data are you looking to gather?

The survey will be asking questions regarding the following by Gender and Position Level:

1. Number of Employees in the company
2. Number of New Hires
3. Attrition
4. Age (as defined by predetermined ranges)
5. Number of known Dependents
6. Nationality/Internationality
7. Marital Status
8. Base Salary Range
9. Flexible Work Arrangements



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10. Leave of Absence/Family Medical Leave (FMLA)
11. Tenure with the Company
12. Number of Promotions
13. Education Level
14. Salary Equality
15. Specific Questions regarding Diversity

Detailed, accurate information will inform the sector, raise awareness about the state of the industry, highlight the work of the WII Consortium, and chart a course for change.

Is the survey collecting individual level or company level data?

The information provided in response to the survey should be given at a Company Level and should only include US data at this time. For additional questions or information, please contact WII@stemconnector.com.

Will my responses be kept confidential?

Yes. Data will be used only in aggregate. No companies will be named.

When should I expect the results to be released?

The deadline to register is August 1st, and the data submission deadline is September 30th. Results will be released in Q4 2022.

What are the benefits of participation?

Participating in the *Driving Change* initiative is an actionable step that your company can take to demonstrate its commitment to advancing and supporting women. Participating companies will receive a confidential report benchmarking its individual results against those of the industry in aggregate. Following the release, the Women in Insurance Initiative will offer guidance and recommendations for driving change at the organization and industry levels.

Participants will receive two passes to the STEMconnector and Million Women Mentors Annual Summit in Washington, DC.



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How can I support this effort?

Participate, and spread the word! Reach out to tkrochta@acord.org and beth@lpendragonus.com to schedule a one-on-one with your HR leader or DE&I specialist, or go online to the [Women in Insurance website](#) to complete the registration form.

TECHNICAL FAQ

How do I access the survey?

Once the [registration form](#) has been completed and processed, you will receive an email containing instructions on how to access your Secure FTP (SFTP) mailbox. When accessing the mailbox, you will be able to download the survey from **OUT** directory.

If I have an issue with downloading/uploading the survey, who should I contact?

For any issues in downloading or uploading the file using Secure FTP (SFTP), please contact Brian.Seifert@verisk.com.

I have questions regarding the overall structure and questions of the survey. Who should I contact?

For any questions regarding the survey itself, please contact Brian.Seifert@verisk.com.

When inquiries are sent regarding the survey, when should I expect to receive a response?

For non-technical inquiries regarding the structure or questions in the survey, responses should be received within 48 hours. These inquiries may be reviewed by one or more individuals prior to a response being given.

For technical questions regarding the SFTP mechanism being used, responses should be received within 24-48 hours. Response time may vary depending upon the severity of the issue.

Will I receive an acknowledgement when uploading my file to the SFTP?

When uploading the files to the **IN** directory, they are automatically transmitted to Verisk for processing. A receipt file will appear for you to review the contents. If the file remains in your **IN** directory for an extended period, the file was not successfully transmitted. If this is the case, please email Brian.Seifert@verisk.com to investigate the issue.