

A decorative pattern of stylized, overlapping green leaves or feathers on the left side of the slide, arranged in a vertical column.

# **Employee Resource Groups (ERGs)**

# Our Employee Resource Groups



**Asian Professionals Inspiring Reach and Empowerment (AsPIRE):** Individuals who identify with the group as well as Allies

**Email:** [AsPIRE@SageSure.com](mailto:AsPIRE@SageSure.com) for membership



**EMPOWER:** ERG for LGBTQIA+ and allies

**Email:** [EMPOWER@sagesure.com](mailto:EMPOWER@sagesure.com) for membership



**WIN:** Women in Insurance

**Email:** [WIN@sagesure.com](mailto:WIN@sagesure.com) for membership



**B.E.L.I.E.V.E.:** Black Employees Leading in Inclusion, Empowerment, Vision, & Equality

**Email:** [BELIEVE@sagesure.com](mailto:BELIEVE@sagesure.com) for membership



**Military Support & Allies Group (MSAG):**  
Dedicated to serving the needs of SageSure's veterans, national guard, military reserves, military adjacent individuals and allies alike

**Email:** [MSAG@sagesure.com](mailto:MSAG@sagesure.com) for membership



**CARE:** Caregivers Employee Resource Group

**Email:** [Care@sagesure.com](mailto:Care@sagesure.com) for membership



# Caregivers

**CO-CHAIRS:** Deborah Johnson, Audra Lehman, Ronda Daricek

**EXECUTIVE SPONSOR:** Victor dos Santos



# Our Mission

C

**CONNECT** Caregivers: We are dedicated to fostering meaningful connections and networks among caregivers within our organization. By sharing experiences, advice, and stories, we aim to create a tight-knit community that helps caregivers feel less alone on their journey.

A

**ACKNOWLEDGE:**

We acknowledge the challenges faced by caregivers and strive to create a supportive environment for sharing experiences and resources. We welcome our allies and encourage their understanding, support, and involvement in our community.

R

**RECOGNIZE** Self-Care: We emphasize the importance of self-care for caregivers, recognizing that caring for oneself is essential for effective caregiving. We offer resources and events that encourage physical, emotional, and mental well-being.

E

**EMPOWER:** We aim to empower caregivers with the knowledge, tools, and resources they need to thrive in their dual roles as caregivers and professionals. We believe that empowered caregivers are happier, more productive employees.



# Women in Insurance

**CO-CHAIRS:** Kirsten Carpenter, Cindy Miller, Colleen O'Brien, Natalia Pagano, Maria Sharf

**EXECUTIVE SPONSOR:** Kristina Tomasetti





# About WIN

**OUR MISSION:** Empower both current and future women leaders by attracting, advancing, and supporting their interests, while promoting diversity, inclusion, and equal opportunities within SageSure to create a more dynamic and equitable future.

## OUR GOALS



Build an inclusive workplace where women feel supported and empowered to be their authentic selves.



Provide mentorship, professional, and personal development opportunities for all SageSure's women employees.



Foster opportunities for open communication between WIN and leadership.

# WIN Quick Stats

**5 CO-CHAIRS**

- Kirsten Carpenter
- Cindy Miller
- Colleen O'Brien
- Natalia Pagano
- Maria Sharf

**60+**  
**MEMBERS**

**3 SPEAKER  
EVENTS**

**1 EXECUTIVE  
SPONSOR**  
Kristina Tomasetti (KT)

**22**  
**MEETINGS HELD**

**2 SOCIAL  
GOOD  
DRIVES**

**Interested in joining? We would love to have you!**

Reach out to: [win@sagesure.com](mailto:win@sagesure.com)



# Military Support and Allies Group

**CO-CHAIRS:** Shaun Piontek, Jennifer Kline,  
Josh Damelio, Kaedra Rohan

**EXECUTIVE SPONSOR:** Sean Egan





# MSAG's Mission

To create opportunities for SageSure's veteran and military adjacent employees that foster community, education, awareness, collaboration, and outreach

## Community and Belonging

Providing a space for veterans and allies to share their experiences, thoughts, suggestions, and so much more in a safe environment to create actionable items at SageSure

## Education and Awareness

Promoting visibility, advocacy, and empowerment through multiple channels and vehicles at SageSure

## Development and Collaboration

Supporting career advancement and development through mentorship programs and developmental resources

## Service and Impact

Engaging in outreach and volunteer opportunities to positively impact the veteran, active duty, and allied community where we live and work



# Black Employees Leading in Inclusion, Empowerment, Vision, and Equality

**CHAIR:** Achmed Beighle

**COMMUNICATIONS LEAD:** Daniella LeCointe

**EVENTS LEAD:** Antwinette Perry

**EXECUTIVE SPONSOR:** Lisa Bernstein



# Who is BELIEVE?

**B  
E  
L  
I  
E  
V  
E**

**B**lack

**E**mployees

**L**eaders in

**I**nclusion - creating a workplace environment that respects, values, and supports Black employees

**E**mpowerment - creating an environment that enables Black employees to thrive, contribute fully, and reach their highest potential

**V**ision - desired future state where black employees experience equal opportunities, recognition, and success within the organization

**E**quality - goes beyond mere representation and aims to foster a sense of belonging, equality, and fairness.

## WITH YOUR MEMBERSHIP, WE WILL...

- Provide a safe place for learning and expressing yourself.
- Promote personal and professional development for Black employees
- Provide a collaborative environment to openly express individual or group perspectives.
- Improve external outreach to communities and audiences, to include audience growth/expansion, and increase diverse employee population.

# Workplace Statistics

- Black employees are overrepresented in low-wage entry-level jobs and underrepresented in senior leader and executive roles.
- Black employees make up 12% of the entry-level workforce and just 7% of the managerial workforce
- At the senior manager and VP level, Black employees make up just 5% of the workforce, and at the SVP level, just 4%. At the very top, only around 1% of Fortune 500 CEO spots are held by Black leaders.
- Black men are paid just \$0.71 for every dollar paid to white men, according to EPI\*. Black women, (who face both gender and racial barriers), are paid just \$0.63 for every dollar paid to white men. Over the course of a 40-year career, the National Women's Law Center estimates that Black women stand to lose close to \$1 million due to this disparity.

\*Economic Policy Institute (EPI): [www.epi.org](http://www.epi.org)







# Become a Member of BELIEVE!

Send an email to [believe@sagesure.com](mailto:believe@sagesure.com)



# LGBTQIA+ and Allies

**CHAIR:** John Sideris

**EXECUTIVE SPONSOR:** Shaun Abram



# EMPOWER ERG

**LGBTQIA+ AND ALLIES:** Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and +

## OUR MISSION:

Promote an inclusive community for LGBTQ+ and their allies. Empower will support SageSure's efforts to recruit and retain LGBTQ-identified employees as well as provide support and growth of an open workplace.

## HOW DO WE WORK TOWARDS OUR GOALS FOR EMPOWER?

### Standing meetings (fourth Wednesday each month):

- A safe place for open discussion of topics impacting the community.
- Topics range from current events, work related items, and issues directly impacting our members.
- This is for our Allies as well!

### Media:

- External postings during events such as Pride month (June) and LGBTQIA+ History month (October)
- Participated in the Human Rights Campaign Corporate Equality Index (2023 and 2024)

### Speaker Series 2025

- SageSure employees ally panel – how to be an ally
- Sia B – Interactive session to be announced
- AWS DEI presentation

### Local Volunteer Opportunities



| John Sideris



| Megan Kappes



# Asian Professionals Inspiring Reach and Empowerment

**CO-CHAIRS:** Jenn Flood, Joy Chen

**COMMUNICATIONS LEAD:** Nicholas Savakis

**EXECUTIVE SPONSOR:** Cong To







# ASPIRE Mission Statement

Our Mission is to make a positive impact at SageSure by promoting cultural awareness and inclusion, provide opportunities for members to develop leadership skills and broaden their network, and serve as a talent recruitment and retention resource.

We believe that by bringing visibility to the value of our diverse perspectives, we will enable members to feel more comfortable bringing their whole authentic selves to work and assist SageSure in achieving its diversity and inclusion goals.

# AsPIRE Goals & Objectives



- ✓ To create a forum to engage and foster cultural awareness and inclusion for Asian and Asian American Pacific Islanders (AAPI) employees and allies.
- ✓ To be a voice for the community, an advisor to leadership, and an active solution seeker on issues concerning AAPI employees.
- ✓ To provide a platform for members to broaden their networks with both internal and external stakeholders.
- ✓ To provide mentorship and professional development opportunities that will help sharpen their leadership skills to have successful careers at SageSure.
- ✓ To support SageSure's effort to recruit and retain diverse employees



# 2024 AsPIRE Highlights

**BOOK CLUB:** *The Visibility Mindset* by Bernice Chao & Jessalin Lam

**Next Book:** *The Art Of War* By Sun Tzu

---

**MAY:** AAHNPI Heritage Month

Hosted second annual “The Art of Looking” virtual event –  
*Desert Plant* by Ruth Asawa

---

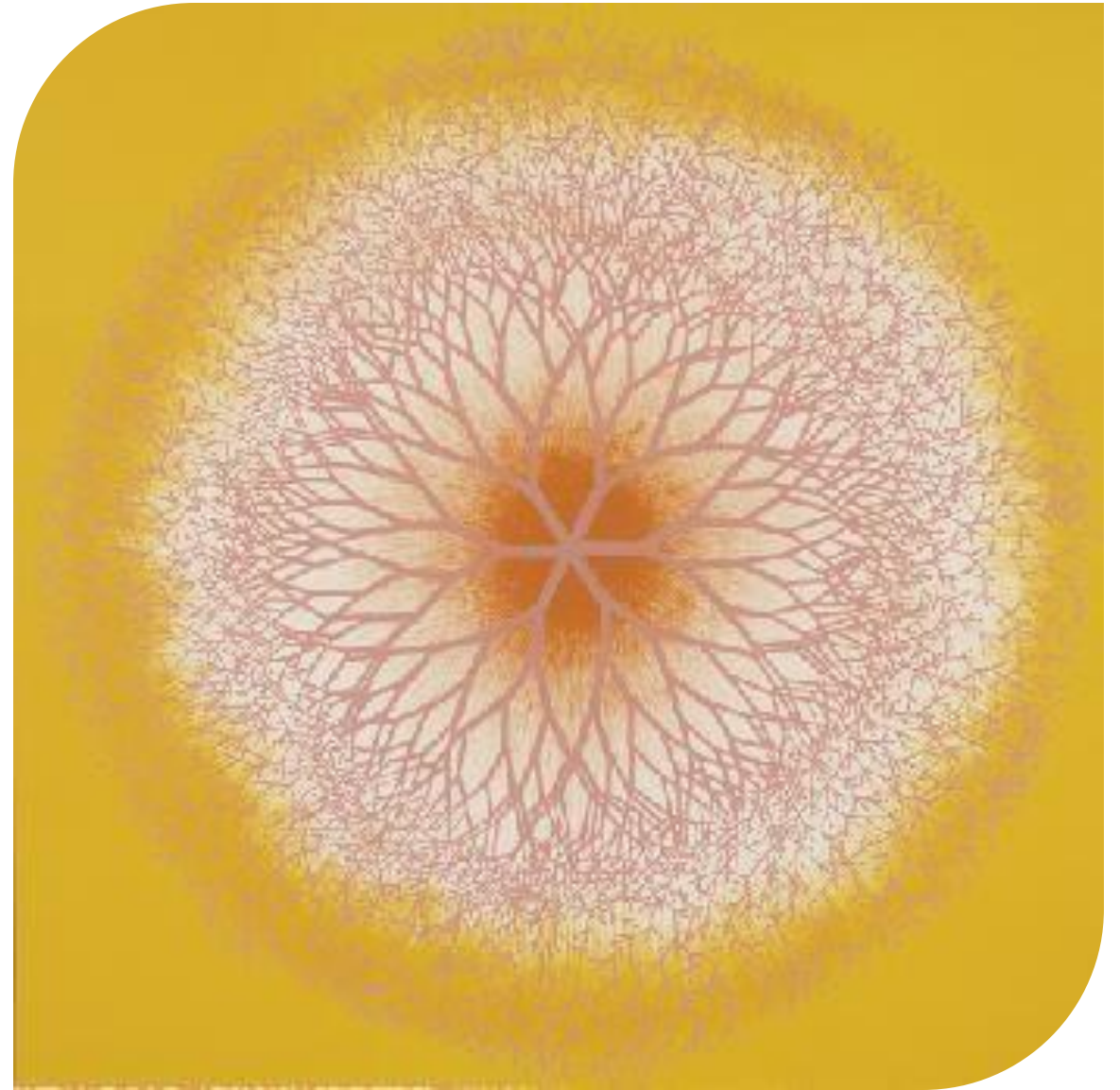
**SEPTEMBER:** Impact Week

---

**OCTOBER:** Workplace Struggle Discussion

---

**DECEMBER:** Holidays Around the World





# Learn More About AsPIRE

Check out the [AsPIRE's Confluence Page](#) to learn more about us

---

Join our next Monthly Meeting on 12/20 to discuss recent AANHPI events and AsPIRE topics

---

Reach out to us at [AsPIRE@SageSure.com](mailto:AsPIRE@SageSure.com) if you are interested in joining