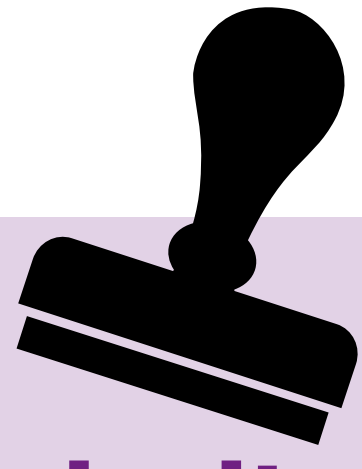




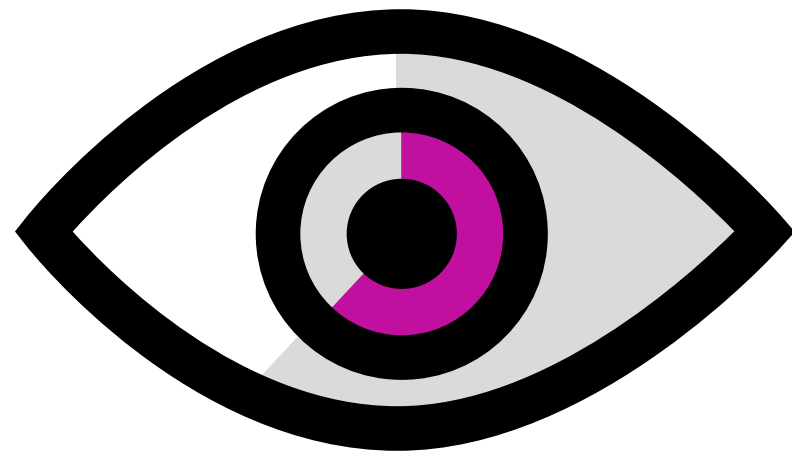
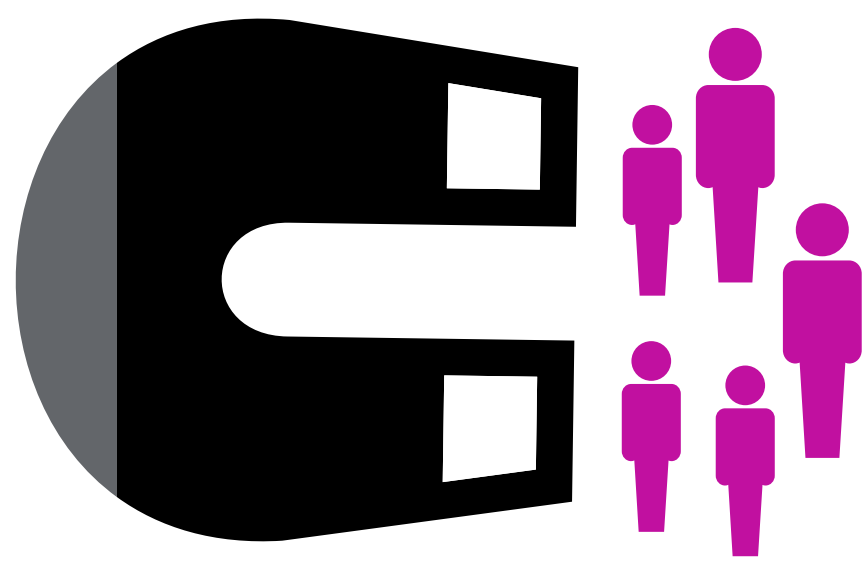
Employers widen view of inclusion and diversity



Top reasons inclusion and diversity (I&D) is a priority

82%

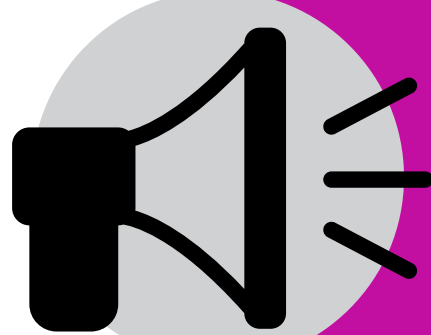
Attract and retain talent



62%

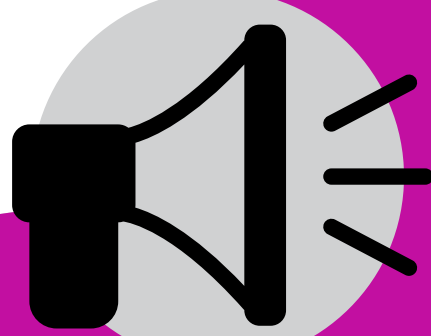
Drive employee engagement

Communicate I&D initiatives pertaining to workplace culture and policies



55%

Action taken over last three years



73%

Action planned over next three years

Promote I&D initiatives aligned with benefit programs (e.g., health care, retirement, voluntary benefits, perks)



51%

Action taken over last three years



68%

Action planned over next three years

Top areas employers are prioritizing over next three years to support I&D objectives



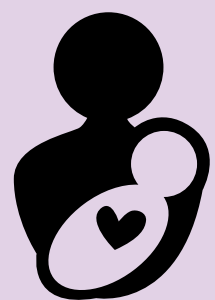
37%

Financial planning (health, emergency savings, retirement)



30%

Core medical and/or pharmacy benefits



27%

Maternity and family planning/infertility benefits



27%

Mental health and substance abuse treatment

Source: 2019 Willis Towers Watson Emerging Trends in Health Care Survey: Inclusion & Diversity