

RHETORIC INTO ACTION

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CULTURAL  
AWARENESS  
NETWORK



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THE NETWORK FOR MULTICULTURAL INCLUSION IN THE INSURANCE INDUSTRY

## Who We Are

iCAN stands for Insurance Cultural Awareness Network. We are the first UK industry-wide independent network that supports multicultural inclusion and career development across the insurance industry.

iCAN was founded in 2017 by a group of insurance professionals who came together to consider some of the challenges facing people of colour and those from outside of the UK, working in the insurance sector, particularly around ethnic minority inclusion and attracting a diverse talent pool to the sector.

An opportunity arose to address these challenges by establishing a network, which would allow us to work with colleagues across the industry; create partnership opportunities for existing ERGs and Champions; provide a platform from which to highlight the importance of multicultural inclusion; and promote intersectionality and commonality, two key aspects of successful inclusion.



# Turning Rhetoric into Action

As a volunteer-run network, the iCAN Committee are continuously working hard to develop and drive initiatives that raise awareness, connect members across the industry and ultimately, boost multicultural representation in the insurance sector.

Our three core initiatives are ever evolving and are a representation of our vision of advocacy, collaboration and awareness.



## iCANConnect

The first event of its kind, iCANConnect consists of monthly workshops with D&I Network Leads within the industry to discuss key events happening within the sector and more broadly.

## iCANApply

Helps companies in the insurance sector connect with talent from the iCAN community. Members are given the opportunity to go for new jobs and achieve new career heights through a wide range of available job posts.

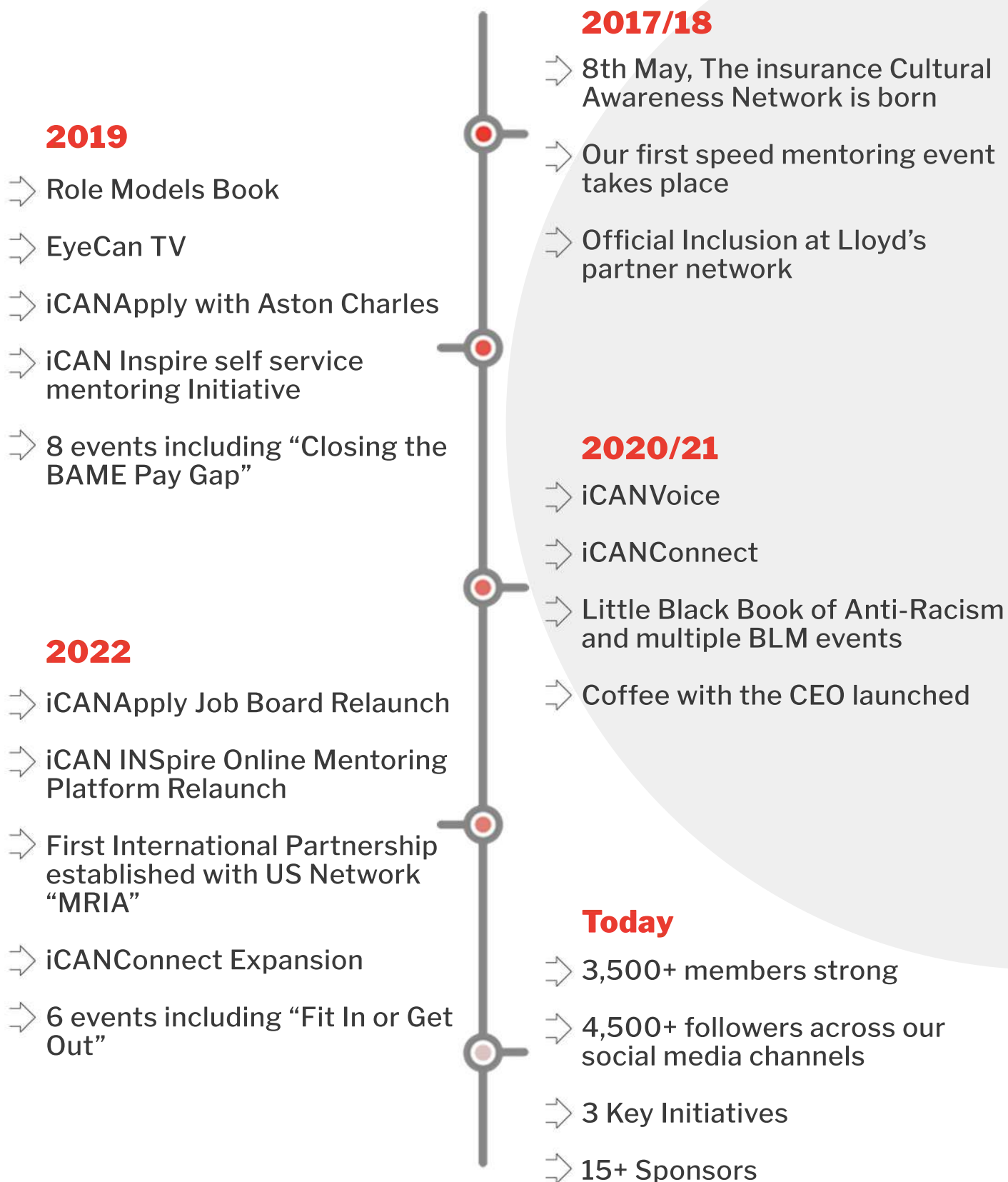
## iCANINspire

The insurance industry's first self-service mentoring platform, developed alongside iWIN and PwC for multicultural and international colleagues across the insurance industry.

Our goal as a network continues to be to create impact across the industry that provides our members with the networks, tools, resources and support they need to successfully navigate the industry. With our focus on these initiatives, we will continue to help bring together network leaders, connect talent to organizations across the industry and help guide the next generation of talent with mentorship opportunities.

# Our Story

How the team at iCAN have been making an impact across the industry with multiple events, initiative launches and partnerships.



# Inspiring the Next Generation

iCAN INspire is an insurance-focused self-service mentoring initiative developed in collaboration with iWIN-WCI and PwC for multicultural and international colleagues across the insurance industry. INspire offers cross-industry access to our members to senior and executive mentors to build relationships that will last a lifetime.

## How we are making an impact...



Current number of mentors signed up



New mentees signed up



Speed networking events held, both virtually and in-person



Coffee with the CEO sessions held



**Become a mentee or a mentor today:**



# Building Diverse Pipelines

iCANApply was launched in 2019 in response to our members voicing their concerns that more needed to be done to ensure ethnic minorities and international talent were being given as many opportunities as possible within the insurance industry.

We found that many companies in the industry had roles available but were not seeing successes with diverse candidates - and conversely candidates were not finding great roles that suited them, were not up to date on the latest CV/interview tips and techniques, were not paid in line with their roles, did not have the “right connections” or simply not knowing where to look for roles that were suited to them.

iCANApply provides a job board to some of the latest and most exciting roles advertised by our sponsor companies – as well as providing a host of resources dedicated to helping you find the right role for you – and being able to connect you directly to hiring managers for roles you are interested in.

## How we are making an impact...



New roles posted through the website so far



Recruitment-themed events virtually and in-person



Recruiter partners onboarded

iCAN helps you to connect directly with the hiring manager.



Explore the available roles now and become a member today!



# Sharing Best Practices for a Brighter Tomorrow

Designed to create a safe space for D&I network leaders across the insurance sector, iCANConnect was developed in July 2020 to connect network leaders and heads to discuss key industry issues and best practices.

iCANConnect sessions are held every 1-2 months and are open to all D&I network leaders and Heads of D&I across the insurance sector, including but not limited to: Insurers, brokers, insurTechs, MGAs, law firms, consultancies/vendors etc. Each iCANConnect session is hosted by different members of the insurance community to encourage participation and discussion on a wide range of key issues.

## iCANConnect in numbers...



Companies involved with over 160 leaders who attend



Sessions and workshops held include, “Networks as Agents of Change”, and “Data Collection and Analysis”.



# Meet the Steering Committee



**Ajay Mistry**  
Co-Founder & Co-Chair  
Gambit Partners



**Kishan Mangat**  
Co-Chair  
DWF Law LLP



**Natalia Zurowski**  
Advisory Member  
JP Morgan



**Maxine Goddard**  
Advisory Member  
SomPo International



**Gareth Mutema**  
Marketing & Comms  
Aviva



**Heather Armond**  
Marketing & Comms  
Allianz Global Corporate &  
Specialty



**Kate Gardner**  
Marketing & Comms  
Markel



**Felix Wong**  
Thought Leadership  
Allianz



**Nick Borzenko**  
Treasurer/ INspire Lead  
PKF Littlejohn



**Suneeta Padda**  
iCAN INSpire Lead  
Padda Consulting



**Baljinder Mahil**  
iCANConnect Lead  
Axa XL



**Jimmy Kumar**  
iCANApply Lead  
Towergate



**Yasmin Carter-Esdale**  
Partnerships Lead  
Hiscox



**Gerel Rentsenpurev**  
iCAN Associate  
iCAN



# Our Partnerships



# As Seen In



# iCAN

INSURANCE  
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NETWORK



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