



Partner Networks

2022 – 2023 Application Form

Due – 28 February 2022

About Inclusion@Lloyd's

- Inclusion@Lloyd's (I@L) provides the governance and strategy to ensure diversity and inclusion best practice is the norm that every insurance firm strives for.
- Throughout the past seven years the group has grown to reach further afield than just the Lloyd's Market, achieving collaborations with a number of cross-industry bodies and groups away from the core Managing Agents and Lloyd's Brokers.
- Diversity of experience, perspectives and characteristics among the people who work in the Lloyd's Market will support its continuing global relevance, ability to innovate and enhance its commercial sustainability.
- The committee is made up of C-Suite executives reflecting the constituent parts of the market with varied functional backgrounds representing a wide range of insurance expertise.
- It is a joint initiative of the Corporation of Lloyd's and the Lloyd's Market Association, including representation from the International Underwriting Association of London (IUA) and London & International Insurance Brokers' Association (LIIBA).

Partner Network Initiative

- The purpose of Inclusion@Lloyd's ("I@L") partner network initiative is to support existing networks that are tied to a specific D&I need; the aim being to have one partner network for each key strand – trying to encourage a lack of multiplication of networks and to support the development of networks where none exist. It helps:
 - Engage a large supporter base that is aligned to I@L's objectives – driving engagement with more people in the London Market and possibly internationally around D&I.
 - Raise awareness of the I@L and Partner Networks with a broader and diverse base of insurance professionals.
 - Partner Networks can help create and share best practice around particular areas of D&I in-line with I@L's focus (e.g. data and measurement, senior allies).
 - The insights and expertise of Partner Networks will help I@L develop strategies to increase the rate of positive D&I change in the market.
 - Encourages Partner Networks to work together to focus on wider D&I and out of 'silos' to create better engagement and understanding across D&I strands.
 - Encourages coordination of activities between Partner Networks to avoid too much activity at one time / on the same topics / same sponsors – particularly given budgetary pressures facing the London Market.

Partner Network Requirements

Changes from 2020-2021 in bold:

- Address a clearly defined D&I need that does not overlap with other Partner Networks – **with diversity strands driven by the UK's Equality Act.**
- Membership is open to all within the industry with no fee.
- More than 75% of their events are free/low cost (e.g. £20) and are open to all, **with annual events covering the entire spectrum of their focused diversity strand (e.g. L, G, B, and T).**
- Share with I@L their annual plan (I@L will not approve the plan but could provide feedback).
- Share with I@L an annual budget (I@L will not sign-off on it and hosted / sponsored events don't need to be 'costed').
- Share with I@L an annual review including details of their activities, membership / mailing list growth, any awards received / nominated for, and financial position.
- Run at least two events annually with another I@L Partner Network to reduce D&I silos and encourage wider engagement.
- **All Partner Networks to collaborate one a year in an initiative (e.g. research, guide, event) with I@L's Shadow Board.**
- Have a bank account tied to the network and not an individual (e.g. no personal accounts) – **with no paid employees or remuneration payments – the activities must be solely volunteer led.**
- Have Terms of Reference to govern the network that include term limits on key roles and that encourage diversity on their Steering Committees / Boards (e.g. statement recognising that the committee aims to have representation from multiple strands of diversity).
- Steering Committee / Board made up of a cross-section of market firms (e.g. no single firm networks).
- Support the communication via Partner Network mailing lists, social media, and/or websites key messages from Inclusion@Lloyd's within a reasonable time period of being requested.
- Network works with and support the creation of company Employee Resource Groups within the industry.
- Recognise Inclusion@Lloyd's as a sponsor on Partner Network websites.
- **Annually profile the work of Inclusion@Lloyd's and the other Partner Networks via Partner Network newsletters.**

I@L's Support to Partner Networks

Reconfirmed that the existing measures of success remain valid for the initiative, though with more financial support:

- c. £1,500 of annual funding to support ongoing operating costs. Partner Networks can apply for additional funding with the submission of a business, with the decision of additional funding at the sole discretion of I@L. This funding is from I@L and should not be viewed as sponsorship by Lloyd's Corporation.
- Networks can promote themselves as I@L partner networks (with the use of a Partner Network 'Badge' logo).
- Promotion of Partner Networks on the I@L section of Lloyds.com.
- Promotion by I@L of Partner Networks in the trade press and social media, with support from Lloyd's PR team.
- Invitation to annually present their successes and plans to I@L followed by a networking reception.
- Quarterly working lunches where networks can work together to review their upcoming plans, identify areas to work together, and coordinate calendars hosted and funded by I@L (or supporting firms). For completeness we will also invite representatives from other groups such as LMG, ABI, CII, and IIL who as cross-market bodies are also working on D&I initiatives that impact the networks and London Market.
- Early engagement with networks as part of Dive In planning.
- Recognise networks as Dive In partner networks in promotional material and on the Dive In website – **where a Partner Network supported a Dive In event.**
- Profile and recognise networks in I@L reports and promotional materials (e.g. Holding Up The Mirror).
- **Central events calendar of Partner Network D&I events created by sponsor Apollo Underwriting.**
- **Support in creating international 'chapters' of Partner Networks (e.g. PR, venues, sponsors).**
- **Consider consistent sponsorship framework for Partner Networks to facilitate quicker and easier corporate sponsorship.**

Application Process

- Applications for Partner Network status must be received by 5:00pm on 28 January 2022 along with all the required supporting documents and information.
- Applications should be sent to Erik Johnson at erik.Johnson@victorinsurance.com.
- If you have any questions about the application or the initiative please contact Erik.
- If there are areas of the application where your network has a plan to address them (e.g. bank account, terms of reference requirements) but does not currently meet the requirements, please provide details of what you plans are to meet the requirements including a timescale of when you plan on meeting them.
- Applications will be reviewed by a small committee of I@L Board members.
- I@L aims to notify successful Partner Networks in February 2022.

Assessment of Networks Against Criteria

Criteria	Narrative	Information Attached	Additional Context
Example...	Our network addresses the needs of XXX...	Yes – Marketing brochure	[Provide any additional context that may be relevant to your answer / application]
Network Name:			
Year Formed:			
Network Website			
What D&I constituency does your group focus on (e.g. gender, faith)?			
How many members / mailing-list subscribers are in your network as at 31 Dec 2021?			
Is network membership is open to all with no fee?			
More than 75% of their events are free/low cost (e.g. £20) and are open to all, with annual events covering the entire spectrum of their focused diversity strand (e.g. L, G, B, and T).			
Share with I@L their annual plan (I@L will not approve the plan but could provide feedback).			[Provide 2021 summary of activities and 2022 plan]

Assessment of Networks Against Criteria

Criteria	Narrative	Information Attached	Additional Context
Share with I@L an annual budget (I@L will not sign-off on it and hosted / sponsored events don't need to be 'costed').		[Provide 2021 summary of financials and 2022 budget]	
Willing to share with I@L an annual review including details of their activities, membership / mailing list growth, any awards received / nominated for, and financial position.		[If an existing Partner Network provide details of any awards received or nominated for in 2021]	
Agree to run at least two events annually with another I@L Partner Network to reduce D&I silos and encourage wider engagement.			
Agree to collaborate one a year in an initiative (e.g. research, guide, event) with I@L's Shadow Board and all other Partner Networks			
Have a bank account tied to the network and not an individual (e.g. no personal accounts) – with no paid employees or remuneration payments – the activities must be solely volunteer led.		[Supply a bank statement dated in December 2021]	

Assessment of Networks Against Criteria

Criteria	Narrative	Information Attached	Additional Context
Have Terms of Reference to govern the network that include term limits on key roles and that encourage diversity on their Steering Committees / Boards (e.g. statement recognising that the committee aims to have representation from multiple strands of diversity).			
Steering Committee / Board made up of a cross-section of market firms (e.g. no single firm networks).			
Agree to support the communication via Partner Network mailing lists, social media, and/or websites key messages from Inclusion@Lloyd's within a reasonable time period of being requested.			
Agree to support the creation of company Employee Resource Groups within the industry.			
Agree to recognise Inclusion@Lloyd's as a sponsor on Partner Network websites.			
Agree to annually profile the work of Inclusion@Lloyd's and the other Partner Networks via Partner Network newsletters.			



I@L Partner Network Governance

- By submitting this application you acknowledge that Inclusion@Lloyd's has sole discretion in selecting Partner Networks, that the decision to select Partner Networks is final, and that Inclusion@Lloyd's has sole discretion on the number of Partner Networks and the individual criteria that each must meet.
- The status of Partner Network expires 31 December 2023 at which point Inclusion@Lloyd's may alter the initiative requiring network groups to re-apply and may terminate the initiative at its sole discretion.
- The funding provided by Inclusion@Lloyd's for each Partner Network will be paid within 30 days of a Partner Network's appointment, subject to receipt of bank details and details to add the Partner Network to Lloyd's system.
- Partner Networks recognise that their actions have an impact on the brand and reputation of Inclusion@Lloyd's and as such agree to act with honesty and integrity and to the highest standard of business ethics.
- Successful Partner Network applicants acknowledge that Partner Network status may be revoked by Inclusion@Lloyd's for breach of Partner Network requirements or for any other reason by a vote of Inclusion@Lloyd's Board.
- Before revoking Partner Network status Inclusion@Lloyd's must provide the Partner Network with reasons for its status being revoked and the relevant Partner Network will have 30 days to provide Inclusion@Lloyd's a plan to address Inclusion@Lloyd's concerns before the appointment is terminated.
- Partner Networks can leave the Partner Network initiative at any time by notifying Inclusion@Lloyd's.
- Should a Partner Network's appointment be terminated before 31 December 2023 by Inclusion@Lloyd's or the Partner Network, the Partner Network must return any unspent funds provide by Inclusion@Lloyd's on a pro-rata basis.

Acceptance of Above:

Partner Network: _____

Applicant Name: _____

Date: _____

