



# DIVERSITY & INCLUSION

## COMMITTED TO ALL

We welcome and honor the unique heritage, experiences, and differences among our diverse team and those we work with internationally. We embrace inclusivity across Breckenridge, the industry, and our communities as it makes all of us better. Our BreckINspire diversity and inclusion committee helps champion this vision internally and externally. At Breckenridge, equal opportunities for hiring, advancement, and recognition are the norm as well as disability access and training support as needed. Breckenridge CEO David A. Jordan supports the international Inclusive Behaviours in Insurance CEO Pledge “We’re All In for Inclusivity” and employees additionally signed this pledge.

## START FROM WITHIN

The BreckINspire committee seeks insights from within the organization on how to fully live our vision and builds programming to respond to changing needs. This varies from formal training initiatives to sharing regular cultural insights, celebrating individual successes and more. In conjunction with the committee, all management team members are accountable to efforts that further diversify the company. The goal being to sustain an environment where all individuals are encouraged to speak up, they can be recognized for their unique ideas and can advance for their contributions.

## LEAD BY ACTION

Although the insurance industry continues to evolve, more can be done to accelerate the positive change needed to reflect the clients and insureds that we serve. From funding an industry disparity research, to helping champion the launch of a local chapter of the Association of Professional Insurance Women, to facilitating enlightened discussions among peers at trade events, to authoring articles that outline the urgency for change, our team works to bring attention and demonstrates action to benefit all. Diverse team members have earned industry honors for their respective expertise and as exemplary leaders.

## BENEFITTING YOU

Truly diverse companies not only benefit the growth and success of its team members, but it is also well documented that the clients of that company benefit as well. It's no secret that the varied perspectives of those with dissimilar backgrounds can help transform ideas into sound decision making. As a strategic and moral imperative, Breckenridge will continue to invest time, talent and resources to support **BETTER ANSWERS** in the pursuit of greater diversity and inclusion.

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## BRECKINSPIRE

**Inspiring Diversity & Inclusivity**  
Within Breckenridge. In Insurance. The Community.



**Joi Blume, PRIS, AVP, Underwriter**  
Blue River Underwriters  
Industry Diversity Panel  
Head of the BreckINspire Diversity Committee



**Cricket Thomas, CRIS, SVP, Senior Underwriter**  
Blue River Underwriters  
2018 Insurance Business America Elite  
Women in Insurance honors



**Victoria Dearing, MBA, AAI, CPCU, RPLU, ARM-P, SVP, Professional Liability**  
Breckenridge Insurance Services  
2018 Insurance Business America Elite  
Women in Insurance honors



**Binh Nguyen, Sr. Account Executive**  
Breckenridge Insurance Services  
Selected for the 2020 class of the  
PLUS Diversity Leadership &  
Mentoring Program (LAMP)

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