

# DEI Benefits Snapshot



# The DEI Benefits Snapshot

This analysis provides a high-level review of a benefit program design through a diversity, equity and inclusion (DEI) lens. The DEI Benefits Snapshot report highlights aspects of design that generally support DEI, opportunities for change and a peer group comparison.

## Why It Matters

Features of benefit programs can favor – or create obstacles for – certain groups of employees. While some of these biases may support other business objectives, others may be unintentional. Gaining a high-level understanding of where there is opportunity for greater inclusivity can help organizations target where to focus updates to enhance the program or where they should monitor for unintended outcomes.

## The Process

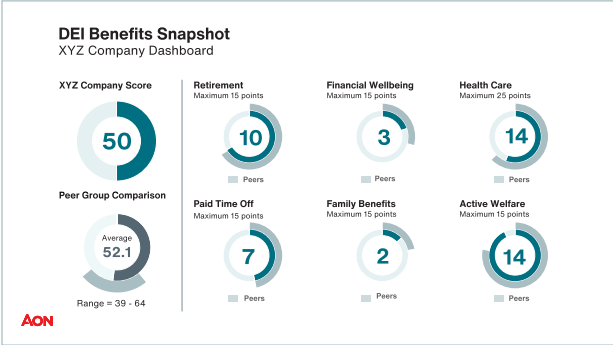
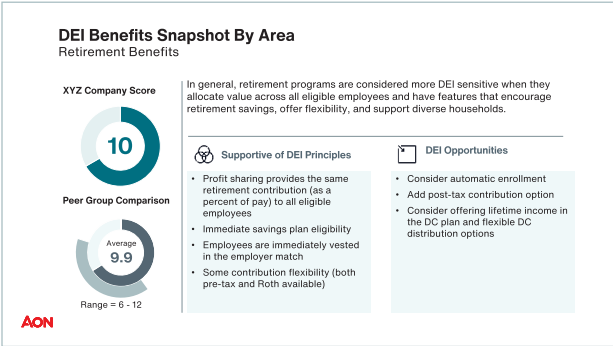
The DEI Benefits Snapshot is based on general benefit provisions of an organization across several different benefit areas: retirement, financial wellbeing, healthcare, paid time off, family benefits and active welfare plans. These programs are scored, with credit or “points” being given to provisions that tend to be more equitable, flexible, support vulnerable populations and are less subject to bias. These points look at the program through a DEI lens considering whether:

- The design supports equity across factors such as pay, service and types of households
- The benefits offer features that recognize needs of subsets of the population
- The program creates barriers or support for individual circumstances

In addition, the scoring recognizes emerging trends in benefit design that tend to be more supportive of equity and inclusion.

The score developed for an organization’s benefit program will be compared to the results of a peer group. The analysis will include insights on ways to be supportive of DEI as well as ideas to consider.

This analysis can be a powerful first step to addressing inclusion and diversity of a benefit program.



# Getting Started

A DEI Benefits Snapshot requires an organization to:

- Respond to a request for benefit specifications. Aon will provide a data request for benefit information that is needed for this study.
- Select a peer group from the list of organizations in Aon's database or select a standard comparison group

Once the data is collected, the analysis will take about four weeks. The report will be delivered in a one-hour online meeting.

## Putting DEI Benefits Snapshot Scores in Perspective

When it comes to DEI sensitivity and benefit trends, programs vary greatly across organizations. That's why a peer group comparison can help put a score in perspective. This analysis can be done with a peer group selected from Aon's Benefit SpecSelect™ database or using a standard comparator group.

## About Aon

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