At AXIS, we believe that we are only as strong as our people.
We strive to create and nurture an inclusive and welcoming culture where employees of all backgrounds and walks of life feel comfortable and empowered to bring their whole selves to work. We have honest encounters and conversations, and equal opportunities to contribute, build, grow and advance.

Below is a snapshot of how we’re strengthening Diversity & Inclusion at AXIS.

D&I Council
Our D&I Council is comprised of 18 members across our global offices who are focused on efforts in the following areas:
• Education and awareness
• Diverse recruitment and hiring
• Supporting diverse employees in their careers
• D&I reporting
• Community engagement

Our D&I Council meets biweekly and is supported by an active and engaged group of 70+ D&I Advocates who assist in making the Council’s vision a reality. All are welcome to join, and ultimately, our goal is to have everyone at AXIS be a D&I Advocate.

Community Engagement
We take part in community events and programming in various capacities. Some of the organizations that we have partnered with include:
• Lloyds Dive In festival
• National African American Insurance Association
• Wholesale & Specialty Insurance Association’s Insurance Industry Diversity Foundation
• Association of Professional Women
• Cristo Rey High School.

AXIS employees lead all charitable giving efforts and in 2020 $1 million in funds were committed to COVID relief. $100,000 of those funds were donated to organizations that support minority communities who have been disproportionately impacted by the pandemic and struggle with social inequality.

Education, Awareness & Dialogue
Efforts initiated by our D&I Council and Advocates include:
• Racial justice and equality sessions facilitated by a D&I expert
• Annual internal global forum to educate and aid in greater awareness
• Focused small group discussions
• Anti-racism resource center hosted on our employee intranet
• Regular D&I-focused updates and informative content in our company-wide newsletter

Training & Development
All employees, from the CEO to our newest hire, are required to complete our Unconscious Bias training. Managers are further trained in unbiased recruitment, and we have prepared interview materials and guides to support these efforts. Resources and toolkits are available to all to help understand and navigate challenging or uncomfortable conversations and situations.

Supporting Diverse Employees
Informal mentoring and e-coaching opportunities are available to support our diverse employees in their career journeys. Our Employee Resource Groups (ERGs) build community and a safe space for those with shared experiences.

D&I Reporting
Tracking and sharing of key gender and diversity metrics ensures that we hold ourselves accountable. In 2021 AXIS was included in the Bloomberg Gender Equality Index which rewards companies for disclosure and recognizes those with strong commitments to gender equality.

Join AXIS | We value and seek people at all leadership levels who reflect the diverse world in which we live and work—it makes us stronger as a team, as a company, and as an emerging leader in specialty insurance and reinsurance. We look for candidates to help us continue to stand together, support inclusion and equality, and make our organization an equitable place to work.

Visit www.axiscapital.com/careers to join our team!