

NAHU Diversity, Equity and Inclusion (DEI)

Mission & Purpose

To provide diversity, equity and inclusion (DEI) experiences that actively engages us in learning from each other to mitigate unconscious bias, educate on racial injustice, exclude discrimination of all forms, increase equity, and foster inclusion throughout the National Association of Health Underwriters (NAHU).



Vision & Core Values

NAHU is a diverse community of health insurance and benefit professionals committed to equity and inclusiveness for all its members and those whom they serve. Our core values include:

* Respect * People-first * Inclusive * Welcoming * Empathy * Openness *

NAHU's Diversity, Equity & Inclusion Goals

- Foster a welcoming environment where all people feel valued for their individual contributions
- Raise awareness of any harassment, discriminatory, or bullying behaviors, biased or unbiased, and how to identify and mitigate them
- Develop education programs that align with the diversity, equity and inclusion initiatives and NAHU Vision & Strategic Plan 2025
- Develop network of DEI leaders across the NAHU community

Get connected, ask questions, and share your thoughts:

NAHU DEI Chair Michele Thornton (mthornton0925@gmail.com)

NAHU DEI Vice-Chair Kevin Trokey (kevin@q4intel.com)

Visit us at www.nahu.org/diversity-equity-inclusion

More on Diversity, Equity & Inclusion at NAHU...

Important Definitions

Though diversity, equity and inclusion may have been used interchangeably in the past, they are now more commonly recognized as distinct constructs. Below, please see examples of definitions of the three terms:

Diversity: A representation of many different types of people based on their social identity (sex, race, ethnicity, socioeconomic status, ability, religion, sexual orientation, gender identity, etc.). Diversity can be seen as the “mix” of individuals within a given space or community.

Equity: While diversity explores the make-up in a group of individuals, the consideration of equity addresses the unique barriers that may disadvantage certain subgroups of people within an organization or community (McCleary-Gaddy, 2019). Organizational initiatives around equity focus on access and ensuring that all individuals can learn, succeed and grow regardless of difference.

Inclusion: Inclusion is the deliberate act of welcoming diversity and creating an environment where all different kinds of people can thrive and succeed. In other words, “diversity is the mix; inclusion is making the mix work” (Tapia, 2009).

How to learn more and get involved:

1. Appoint a DEI Chair to your chapter’s Board
2. Join one of the National DEI Working Groups
3. Take the Diversity, Equity and Inclusion Certification Course
4. Take a Pin/Sticker and wear it proudly during conference showing your support for our NAHUs new DEI initiatives!
5. Use the QR code to take our survey and get connected to NAHU DEI

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