AON’S GROWTH AND SUCCESS in building the world’s leading professional services firm is directly correlated to our ability to attract, engage and retain highly talented professionals. Increasingly, the talent we need and want looks different, has different beliefs and ideas, or grew up in a different culture than the people who have traditionally fueled our industry’s growth.

To succeed in this rapidly changing global workplace, it is not enough to recognize talent. That is why Aon has developed a Diversity & Inclusion strategy that supports our colleagues’ career aspirations through development, mentoring, and inclusion.

Key to our success is the Global Diversity Advisory Board that identifies corporate goals and best practices, regional Chief Diversity Officers in the U.K.; Europe, the Middle East, and Africa; and Asia Pacific regions, and our local Diversity Councils and Business Network Groups. With their on-the-ground leadership, we are able to tailor our talent and inclusion strategies to each locale.

Ultimately, Aon’s Diversity strategy is fueled by our desire to Hire the Best, Build the Best, and Be the Best. Below are examples of how we work to achieve this goal.
HIRE THE BEST
Aon is dedicated to seeking the best and brightest individuals to build our unmatched teams. To support this commitment, Aon formed the Diversity Recruiting Task Force, which partners with the Local Diversity Councils and Business Networking Groups to attend events such as career fairs to locate and recruit high potential talent.

Strategic Professional Partnerships
To identify experienced candidates from diverse backgrounds, Aon has developed strategic partnerships and affiliations with organizations such as the Rehabilitation Institute of Chicago (RIC), the Human Rights Campaign (HRC), and the National African American Insurance Association.

Each year the Human Rights Campaign generates a Corporate Equality Index report which rates employers on a scale from 0 to 100 percent on their treatment of gay, lesbian, bisexual and transgender employees, consumers and investors. In 2007, Aon received the highest rating available – 100%.

“More employers need to follow Aon’s lead and stop overlooking the talent that lies within the disabled community.”
—Michelle Lee, Corporate Treasury

BUILD THE BEST
Although recruiting new talent is important to any robust diversity or talent strategy, engaging and developing our existing workforce is even more critical to our success. Through various programs and events, Diversity & Inclusion provides opportunities for employee development, as well as venues for employees to leverage their talents to enhance our culture and provide value for our clients.

Talent Development Programs
Diversity & Inclusion has partnered with Aon’s Talent Development team to enhance Aon’s development opportunities at all levels and to sponsor specific initiatives to strengthen the pipeline of diverse talent.

One of these, EXCELerate, is a program focused on developing and guiding the career paths of executive women around the world. This inaugural, year-long class, which graduated in December 2007, included 32 high potential women from 13 countries. Key components of the program, led by Aon Consulting’s Talent Solutions, included executive sponsors, talent assessments, classroom education, and action learning projects.

In November 2007, Aon also launched an emerging leaders development program called Horizons, which is designed to accelerate the careers of an ethnically diverse group of employees through succession planning, mentoring, peer networking and assessments.

Launched in 2006, the Apprenticeship Program supports an overall strategy of finding and developing the best talent with an understanding that on-the-job experience is the most successful way to transition talent between industries and business units. During this 12-month development program, participants aggressively learn Aon’s business and culture through on-the-job experience, a formalized training curriculum, mentoring and networking opportunities.

Similar to the Apprenticeship Program, the South African Learnership Program is a government initiative that focuses on cultivating skills in disadvantaged South African communities. Aon currently has 23 “learners” that are at various stages of the Learnership process. The first group will complete the program in June 2008. Another group is finishing up their academic qualifications before arriving in the work place to complete their practical applications. The learners have been embraced by Aon employees, who have actively provided guidance and mentorship.

On a local level, Aon’s Business Networking Groups (BNG’s) and Local Diversity Councils (LDC’s) focus on professional development and creating inclusive teams, and adding client value.

Current Business Networking Groups Include:
- African American Networking Group
- Aon Asian Pacific Islander Group
- Age related (Aon INC, Y Aon, and the Age Diversity Group)
- Aon Pride (Gay, Lesbian, Bisexual & Transgendered Networking Group)
- Latino Networking Group
- Multi-cultural Networking Group
- People with Disabilities Networking Group
- Women’s International Network (WIN)
- Working Parents Group (WPG)

“Aon has broadened my horizons and my knowledge of insurance. I am very fortunate to be working here and happy because I am doing something that I love.” – Palesa Stefaane, Learnership program participant, Aon South Africa
In June of 2007, Women’s International Network sponsored a business breakfast for women in the insurance and risk industry to discuss and debate what it takes to be a success in modern business. The event, entitled, “Are Talented Women Getting Ahead in the Risk World?” was held in London, and was the first of a number of events for women in business – especially the insurance industry – to share experience and knowledge.

In February 2008, The Asian Pacific Islander Networking Group, in partnership with the Local Diversity Councils, launched the first in a series of webcasts aimed at increasing cultural awareness in countries with emerging markets like India, China and Brazil. These web seminars were originally intended to educate Aon colleagues on these cultures in an increasingly global economy, but the group is now leveraging future events as a value add for clients and prospects.

**Supplier Diversity**

To foster diversity among our business as well as our people, Aon implemented the Supplier Diversity Program to provide diverse suppliers equal access to purchasing and sourcing opportunities in the solicitation, evaluation, and awarding of bids for sourced goods and services. The Strategic Diversity Supply Council was launched in 2007 to include women and minority owned brokerage firms in our diversity supply strategy. These partnerships not only aid our respective firms, they enhance our ability to support the diversity supply initiatives of our clients.

In addition, Aon launched a Partnership Council of minority/women owned brokerage firms (“M/WBE”) to serve as our advisors in building a robust Strategic Supplier Diversity Program. The goal of the Council is to share knowledge and best practices, provide mentorship, and ensure a rewarding partnership that delivers exceptional value to our clients.

**BE THE BEST**

Aon’s Diversity & Inclusion initiatives experienced tremendous growth in 2007, with an increase from six to nine formally recognized Business Networking Groups, 74 total global Business Networking Group Chapters, 14 global Local Diversity Council chapters, and more than 25 Diversity & Inclusion sponsored events.

As part of these efforts, Aon also launched Momentum Through Mentoring, a company-wide, on-line mentoring matching tool sponsored by Diversity & Inclusion. Through a series of webcast and live sessions, the group provided practical tips and best practices for engaging in a mentoring relationship. The African-American Networking Group led this initiative through a series of educational webcasts on the benefits of mentoring.

In 2008, we will accelerate the global reach of our Diversity & Inclusion strategy with the launch of additional Business Networking Groups and Local Diversity Councils, new Horizon and EXCELerate classes, a job shadowing initiative, and the global roll out of our mentor matching program. We look forward to contributing to Aon’s position as a destination of choice for top talent worldwide.

“Aon I.n.c.’s mission is to provide opportunities to build relationships, enhance professional development and engage in community affairs.”

—Jason Southard, senior account specialist, Affinity Insurance Services and Co-Chair of Aon I.n.c.