

MassMutual®

Business Resource Groups

Building an inclusive workplace

MassMutual's 8 **Business Resource Groups (BRGs)** are an integral part of the company's Diversity & Inclusion strategy. The BRGs support initiatives that drive organizational results, increase employee engagement and foster awareness, respect, and inclusion within the workplace. More than 27 percent of employees participate in MassMutual BRGs, which are open to all employees.



Adapt BRG

Adapt promotes disability inclusion, serves as a key liaison to MassMutual's individuals with disabilities strategy and supports growth and market penetration. Adapt members partner with MassMutual colleagues to expand disability cultural competency throughout the company, focusing on education, engagement, accessibility, talent and community involvement.



Armed Forces, Veterans and Families (AFVF) BRG

The AFVF BRG connects active duty and reserve service members as well as veterans, military family members, and allies. AFVF embraces the value that veterans and military family members bring to MassMutual, and supports military- and veteran-focused recruitment, development, and retention opportunities. AFVF members are engaged in programming, education and outreach initiatives that support members, MassMutual and the community.



Association of Latinos at MassMutual and Allies (ALMMA) BRG

The ALMMA BRG values the many Hispanic cultures represented and supported at MassMutual. The word 'Alma' in Spanish means soul, and though cultures and dialects may differ, it is our soul that unites us. ALMMA is committed to supporting business initiatives, promoting cultural diversity, and creating an inclusive environment that fosters personal enrichment and professional development of Latinos and allies at MassMutual.



Asian BRG

The Asian BRG aspires to be a trusted business resource group that helps our company grow its Asian customer base, employee base and leadership pipeline. We are the resource for everyone at MassMutual to learn the best of Asian values and to leverage the best of Asian talent. In doing so, we help the company break down barriers, create mutual understanding and establish a community and work environment that is open minded and able to invest in and leverage diversity. And we have fun doing it!



Passages BRG

The Passages BRG strives to foster a culturally competent and inclusive workplace that enables the growth, development and advancement of Black and African American employees. We create safe spaces for courageous conversations, support recruitment of top talent and cultivate an internal culture committed to mentorship, education and the recognition and appreciation of difference. We develop partnerships with the community to promote financial literacy and address critical needs.



Pride BRG

The Pride BRG provides value by driving awareness and action on critical LGBTQ topics for MassMutual, our advisors, and our community, in order to foster a diverse, inclusive and productive workplace. We accomplish this through educational events, celebrating Pride month, mentoring LGBTQ youth, and supporting the business in providing services to the LGBTQ community and its allies.



The Women's Leadership Business Resource Group

The WLBRG is committed to promoting leadership development and advancement for women at MassMutual and in our community. WLBRG members support the recruitment, development, promotion and retention of female leaders and celebrates MassMutual as an employer of choice among professional women.



Young Professionals BRG

The YP BRG is committed to the recruitment, cultivation and retention of young professional talent. We focus on career development, providing programs and tools to support our members through all stages of their careers; cultivating connections by creating networking opportunities with peers, leaders and the community; and leading ideation by contributing and developing fresh ideas to support business needs.

BRG Strategic Areas of Focus

- Business Value
- Recruitment
- Retention and Development
- Cultural Awareness
- Community Outreach

