

MassMutual Business Resource Groups

Building an inclusive workplace

MassMutual's 9 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 20 percent of employees participate in MassMutual's BRGs, most of which are open to all employees.

BRG Strategic Areas of Focus

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



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 enhancement and community involvement.



Armed Forces, Veterans and Families (AFVF) BRG

The Armed Forces, Veterans and Families (AFVF) BRG connects active duty, reserve, veteran and military family members throughout the company. AFVF champions the value that veterans and military family members bring to our MassMutual community, and supports military- and veteran-focused recruitment, retention, education and community outreach.



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.



We'll help you get there.®



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!



Memphis Multicultural BRG

Memphis Multicultural BRG members, generally located in MassMutual’s Memphis, Tennessee office, promote education and awareness of all cultures for improved target marketing, personal development, recruitment, retention and inclusion.



Passages BRG

Passages aids in the recruitment, engagement and development of employees, promotes financial literacy, enriches the cultural knowledge of the MassMutual community, and plays a vital role within the African American/Black community. Passages members are offered programming, exposure to resources and the opportunity to develop their skills to assist in advancing their careers and aiding the business to achieve strategic objectives.



Pride BRG

The Lesbian, Gay, Bisexual, Transgender and Allies BRG is committed to the inclusion of all MassMutual employees. Pride educates its members about the LGBT community and the business, to leverage this knowledge to educate the broader employee population and impact the firm in innovative ways. Pride believes in celebrating, recognizing, and affirming employees and customers in our MassMutual community.



Women’s Leadership Business Resource Group

The Women’s Leadership Business Resource Group (WLBRG) is for women leaders at the AVP level and above. The WLBRG is a sought-after partner and recognized champion focused on building awareness and education for women’s leadership opportunities across the organization at all levels. WLBRG members support the recruitment, development, promotion and retention of women leaders and celebrate MassMutual as an employer of choice among professional women.



Young Professionals BRG

The Young Professionals BRG focuses on increasing opportunities to realize the potential of young professionals by enhancing and promoting members’ professional skills, supporting business strategies by spreading awareness of Millennial and cross-generational similarities and differences, and increasing members’ business acumen.

