MassMutual Employee Resource Groups
Building an inclusive workplace

MassMutual’s Employee Resource Groups (ERGs) support the enterprise-wide Diversity and Inclusion Strategy. Over 1500 employees participate in MassMutual’s 9 ERGs supporting recruitment, community outreach, awareness and education, brand recognition, marketing, retention and professional development.

As partners of Diversity and Inclusion, ERGs are an integral component of MassMutual’s commitment to building an inclusive workplace. Currently, MassMutual has nine ERGs:

- AFVF
- ALMMA
- Asian
- EASE
- Memphis Multicultural
- Passages
- Pride
- Women’s Leadership
- Young Professionals

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Asian ERG
MassMutual’s Asian ERG helps the company grow its Asian customer base, employee base and leadership pipeline, while demonstrating, celebrating, and promoting Asian values. The Asian ERG serves as a strategic business partner to MassMutual and trusted advisor for everyone at MassMutual to learn the best of Asian values and to leverage the best of Asian talent.

EASE ERG
EASE promotes disability inclusion, serves as a key liaison to MassMutual’s Individuals With Disabilities strategy and supports growth and market penetration. EASE members partner with MassMutual colleagues to expand disability cultural competency throughout the company, focusing on education, engagement, accessibility, talent enhancement and community involvement.

Memphis Multicultural ERG
Memphis Multicultural ERG 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 ERG
Passages aids in the recruitment, retention 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 advance their careers and achieve strategic business objectives.

Pride ERG
The Lesbian, Gay, Bisexual, Transgender and Allies ERG 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 Resource Group
The Women’s Leadership Resource Group (WLRG) is for women leaders at the AVP level and above. The WLRG 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. WLRG members support the recruitment, development, promotion and retention of women leaders and celebrate MassMutual as an employer of choice among professional women.

Young Professionals ERG
The Young Professionals (YP) ERG 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.