

Diversity & Inclusion



Introduction from Mark Kelsey



Mark Kelsey
CEO, LexisNexis Risk Solutions



Our network of 35 Employee Resource Groups are the heart of our D&I strategy. They create community and belonging for our colleagues and educate the business on inclusion.

Moving forward, we intend to remain fully transparent in the work we do in diversity and inclusion. We plan to work on maintaining our successes and continuing to assess and strategize on how to move the needle in our areas targeted for improvement. We continue to offer valuable D&I resources such as unconscious bias awareness training, Courageous Conversations, while also offering a slate of new programmes, including specialised allyship tracks, understanding racial microaggression workshops, psychological safety assessments, inclusive leadership programmes and more.

A key action that I personally committed to in 2020 was creating an Inclusion Council made up of leaders across LexisNexis Risk Solutions, who meet quarterly to review our diversity data, to ensure we are taking the right actions to maintain our culture of inclusion and diverse representation. This forum has made great progress and we continue to evaluate the long- and short-term goals of the organisation.

Diversity and Inclusion is critical to our businesses culture and success. We are a business that grows through innovation, so we need diverse talent and perspectives operating in a culture of inclusion and psychological safety. This document highlights our key actions and commitments to creating a culture of inclusion and belonging for everyone.

We have made many improvements so far:

- All Line Managers now have a D&I KPO
- Created the LexisNexis Risk Solutions 5 year Inclusion Goals and D&I Dashboard
- Women in Leadership – our proportion of women in executive roles has continued to improve over the past 2 years
- Ethnicity representation of our 150 leaders has increased to 20%.
- Our women in leadership programme, Ignite and Accelerate, has a 90% retention of talent after 4 years and 60% promotion rate
- Established an Inclusion Council of 12 senior leaders chaired by myself
- Quarterly meetings with the AAN and EDGE ERGs on Race Equity

If you review our inclusion goals we want to make key progress aligned to the key facets of diversity. Improving Gender and Ethnicity at all levels of our organisation is always on the agenda. Along with implementing a space for Self ID to thrive within the Disability and LGBTQ+ communities. Overall we want to have a psychologically safe environment and improve on current scores to achieve inclusion. In summary the business case for D&I is incredibly compelling and all the evidence shows that companies that focus on D&I perform better:

- They're more creative
- They go to market more quickly
- Lower attrition
- Higher engagement

We want tomorrow to be better than today. We have a fantastic Business... and we can be even better.

Our Culture means
everything to us!

inclusive

collaborative

innovative

respectful

ambitious



enterprising supportive

community-focused

adaptable

flexible

Meet the D&I Team



Charlene Oke
Senior D&I Business Partner



Jo Portlock
VP Diversity & Inclusion and Early Careers



Brooks Artis
Digital & Social Media Specialist



Shaliana Ramos
Communications Manager - Digital Experience

D&I



Lisa Cook
Early Careers Business Partner



Taneisha Thomas
D&I Business Partner, USA and Americas



Dawn Naughton
D&I Support



Shabina Panjwani
Early Careers, Diversity Coordinator

We don't just talk about Diversity...



Q1 2022



Q2 2022



Q3 2022



Q3 2022



Q3 2022



Q4 2022



Q4 2022



Q4 2022



...we win awards! - **Award Winning Culture**

Inclusion Council

In 2020, CEO Mark Kelsey established a LexisNexis Risk Solutions Inclusion Council to focus on advancing our inclusion strategy and improving our diversity gaps. The Inclusion Council, made up of a myriad of senior leaders, will serve many purposes including the following:

Advocacy.

The council will work as a consultative group representing different business areas and iterating the importance of an inclusive workforce.

Support our ERG groups.

ERG groups are the lifeblood of any inclusive culture. The council will work to support the ERG groups to function at the best possible level for their specific function. We will also have an open flow of communication from the ERGs and consult with them to gain valuable input.

Focus on recruitment and talent.

For recruitment, we need to reach out and engage with diverse and under-represented talent (for the 2,000 new roles each year, especially in technology and sales, which make up over 50 percent of our hiring). For talent management, we focus on how we build stronger pipelines and management of our under-represented talent.

Promote a positive culture shift.

The council will support and ignite cultural change with respect to managerial and leadership competency, and behaviours around inclusion and diversity awareness.

LexisNexis Risk Solutions Inclusion Council



“I am excited about joining the Diversity and Inclusion Council and helping to develop programs and initiatives that will foster a more inclusive environment for all employees. I am dedicated to our vision of a workplace where every employee can be their authentic self. This is a deeply personal goal, given my own career journey and I thank the council for the opportunity to do this work with other business leaders.”

Jeffery Batiste
SVP Client Engagement, Insurance

“I joined the Inclusion Council because I feel having a diverse and inclusive workforce is critical to the success of our organization. As the Head of Talent Acquisition for LexisNexis Risk Solutions, I always want to make sure we are doing a broad outreach to attract talent to our organization. I look to members of the Inclusion Council to further my awareness and knowledge to continue to bring the best talent to LNRS.”



Barbara Blevens
VP, Talent Acquisition



“It is refreshing to be part of an organization that recognizes the value of a diverse and inclusive environment. For me, the inclusion council demonstrates our commitment to identify and reinforce best practices and provides us with an opportunity to gain a better understanding of the differences and life experiences of our talent. I am excited to help make this a great place to work.”

Bill Min
EVP and General Counsel

“I am grateful to be a part of an organization that realizes the importance of Diversity and Inclusion and how it directly correlates to success. I am passionate about taking a stance and leading change within my own business unit through my work with our Women Connected Virtual chapter and our Women Connected Mentorship program. The Inclusion Council expands upon this reach and the action we take together will positively impact our ability to innovate and thrive for years to come.”



Beth Kilian
VP Sales, Business Services



“The inclusion council reinforces our commitment to continue to make LexisNexis Risk Solutions an inclusive and diverse place to work. There is a huge amount of passion and energy around this commitment, and I am excited to be a part of influencing that.”

Katherine Lunn
EVP, Human Resources

LexisNexis Risk Solutions Inclusion Council



“I am honoured to be asked to be part of the Inclusion Council. I am passionate about inclusion which has manifested in helping to write the UK Tech Talent Charter, as well as setting up the Alpharetta chapter of the Young Professionals ERG during my time living in Atlanta, US. As a Senior/Strategic HR Business Partner supporting Technology globally, and as a millennial female, I have an inevitable and personal interest in helping to ensure our organisation is diverse and most importantly, an inclusive and fulfilling place to work. I’m excited to be part of the Council and to work with like-minded business leaders on initiatives to make that happen.”

Jo Fisher
Strategic HR Business Partner

“There’s a big gap between appreciating that differences exist, versus trying to ensure we fully understand those differences from the perspective of those most impacted. I was keen to be involved with the Inclusion Council to make sure I do a better job in understanding and in turn try and make sure as a leader we continue to create an environment that strives to learn and improve so everyone feels empowered to contribute and reach their max potential.”



Jamie O’Sullivan
Group Managing Director, Proagrica, Nextens, EG and XpertHR



“Embracing and understanding different cultures within the work environment is imperative for everyone to feel comfortable in bringing their “whole” self to work. For too long we have fallen into the trap of only wanting to know what we already know. I am truly honoured to have an opportunity to work with like-minded senior leaders to evoke change, challenge the status quo and feel comfortable in practicing active allyship across our business. Inclusion, Equity and Belonging aren’t just a focus for today or tomorrow. It is a way of life. It’s about harnessing what makes us different and finding ways we can take action to support all voices and foster real engagement. I am excited to be a part of the Inclusion Council and I am sure this will help to continue our D&I journey as an organization and embed a culture of inclusion we are all proud of.”

Charlene Oke
Senior D&I Business Partner

“As our Diversity and Inclusion Strategy matures it’s critical that we come together as a leadership team to track our progress, identify gaps we need to close and take action. We are a diverse organisation representing different regions, businesses and industries, so it’s great to create an inclusion council to represent our different perspectives and drive cultural change to increase inclusion.”



Jo Portlock
VP Diversity, Inclusion and Early Careers



“To some extent, I see myself as being a beneficiary of good diversity and inclusion practices. By participating in the Inclusion Council is my way of trying to pay it forward and to help implement good D&I practices by design, rather than by happenstance. And also to help position D&I not as some kind of zero-sum game, but as an initiative that lifts everyone up, and makes the company more successful.”

Vijay Raghavan
CTO and EVP, Technology

LexisNexis Risk Solutions D&I Strategy Phases

Inclusion and Diversity a 3 Phase Strategy

HR Lead

Target & Metrics Driven

Business Lead

Strategy Aligned



Building Foundations

- I&D strategy and metrics approach sponsored by Exec Team
- Inclusive leadership behavioral model defined
- Engage and utilise our ERGs
- Fair and equitable processes
- Review our data for gaps
- Address under-representation
- Create awareness of the importance of I&D



Embedding change

- I&D leaders council to sponsor change
- Pipeline diverse talent for future leadership
- I&D metrics informing action plans
- Inclusion deep-dive launches
- Expand inclusion: incorporate more groups / programs



Achieving and Sustaining

- I&D embedded in culture
- Making progress on I&D goals and recognized externally for achievements
- Ongoing utilization of metrics and benchmarking surveys to provide a feedback on progress
- Further integrated Talent approach at all levels
- I&D principles aligned to our products and industries in which we serve

LexisNexis Risk Solutions Inclusion Goals

	2021 Start	2022 Update	Goal for 2025
Women in line management	37%	38.8%	41% (in line with overall Gender split)
Women in Senior leadership	24%	26.1%	30%
Women in Technology	26%	26.2%	28% *industry average 17%
Race at Senior leadership (USA)	16%	19.6%	23%
Race in line management (USA)	28.6%	29.2%	33%
Self ID for LGBTQ and Disability	Aim to create a means for employees to self ID and continue to improve employee self ID numbers YoY		
Psychological Safety	Establishing baseline	70% overall psychological safety score	80% overall psychological safety score
Employee Opinion Scores	<ul style="list-style-type: none"> • Non-discrimination – 91 • Equal Opportunities – 82 • Speak my mind freely – 74 Overall EOS D&I aggregated score - 82	<ul style="list-style-type: none"> • Non-discrimination – 93 • Equal Opportunities – 83 • Speak my mind freely – 78 Overall EOS D&I aggregated score - 85	All EOS measures over 85 LNRS aggregated EOS D&I score of 90
Voluntary Attrition (rolling 12 months)	USA <ul style="list-style-type: none"> • Asian - lower than representation • Black - higher than representation • Hispanic or Latino - in line with representation GLOBAL <ul style="list-style-type: none"> • Gender - higher than representation 	USA <ul style="list-style-type: none"> • Asian - lower than representation • Black - higher than representation • Hispanic or Latino - in line with representation GLOBAL <ul style="list-style-type: none"> • Gender - in line with representation 	Attrition levels no larger and in line with overall employee representation

Our ERGs

At LexisNexis Risk Solutions we have over 35 Global D&I Employee Resource Groups run by our employees.

Every employee has 2 paid days to attend events and take part in these groups.

In 2022 we held our third D&I virtual conference attended by over 3500 colleagues from across 24 countries.



Comments from employees...

“I laughed and cried until I was breathless.”























“The balance of topics was perfect.”

“I’m ready to embrace an inclusive mindset and I know how to do it.”

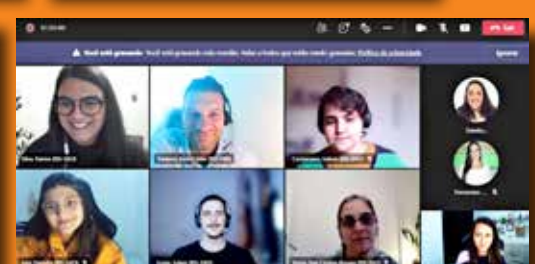
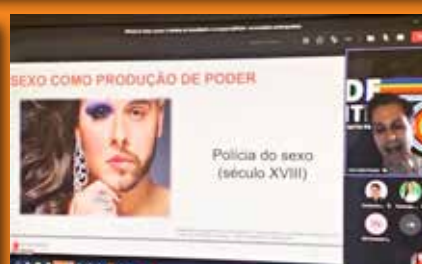
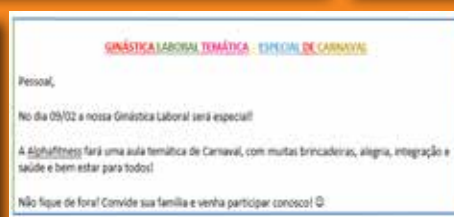
“This was time well-spent.”

“This conference has challenged me in so many ways. I don’t think I’ll ever be the same.”

“I’m so proud to work for an organization that is committed to Inclusion and Diversity.”

-  **African Ancestry Network**
Employee Resource Group
-  **All-In Chicago**
Employee Resource Group
-  **All-In**
Employee Resource Group
-  **All-In KOP**
Employee Resource Group
-  **All-In VitalChek**
Employee Resource Group
-  **Disability**
Employee Resource Group
-  **Dyslexia Awareness**
Employee Resource Group
-  **EDGE**
Employee Resource Group
-  **Hispanic Heritage**
Employee Resource Group
-  **Men Connected**
Employee Resource Group
-  **Menopause Support**
Employee Resource Group
-  **Mental Health**
Employee Resource Group
-  **Multicultural**
Employee Resource Group
-  **Pan Asian**
Employee Resource Group
-  **Proud**
Employee Resource Group
-  **Religion**
Employee Resource Group
-  **Remote Working**
Employee Resource Group
-  **Todos Juntos**
Employee Resource Group
-  **Women Connected**
Employee Resource Group
-  **Women in Tech**
Employee Resource Group
-  **Working Parents**
Employee Resource Group
-  **Young Professionals**
Employee Resource Group

Nada sobre nós sem nós... o que já rolou até agora.



Celebrating diversity...



Tati Rodrigues

Int'l Business Operations Brazil - All-In ERG



“ I&D in the workplace is very important to me as it is one of my core personal values: create opportunities for other people. This is only possible when we are face to face with minority groups and their struggles, the fastest way to find synergies when looking to support these groups, besides listening to others' experiences and understand not everyone has the same background or had the same opportunities due to cultural, economic, gender, ethnicity, and social differences. The key to starting discussions around this topic is to be open-minded, have the will to learn daily, respect differences and have a strong desire to change and promote opportunities for the next generation of professionals.”

Shelley Jeffcoat

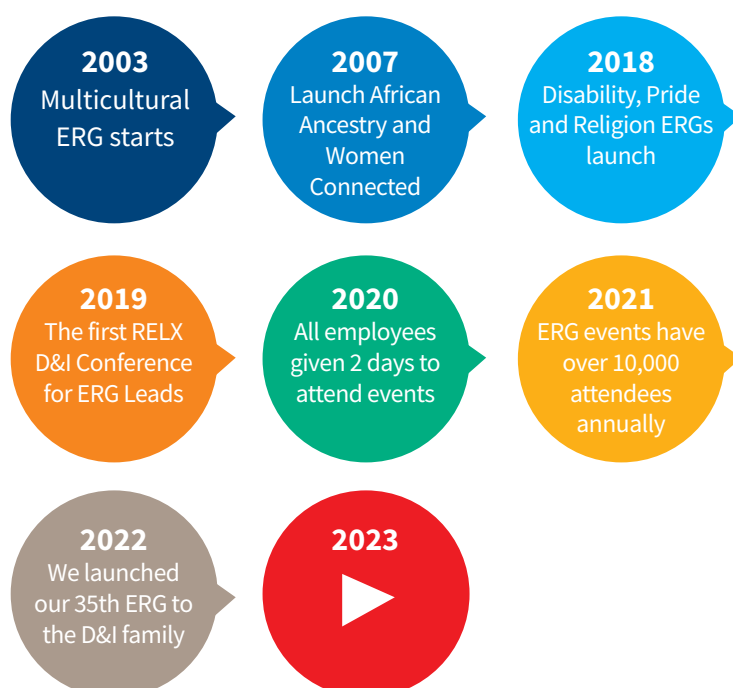
Director, Employer Brand, LexisNexis Risk Solutions Group

AVID SUPPORTER AND PARTICIPANT IN AAN, WOMEN CONNECTED, YOUNG PROFESSIONAL, PROUD, MULTICULTURAL, EDGE, AND WOMEN IN TECH

“ ERGs have always played a role in my career as a way for me to engage colleagues and become a better corporate citizen. In my profession, staying connected to employees means that I'm able to respond to issues that impact our overall value and culture strategies, but the personal benefits like networking, leadership development and the sense of belonging are also important for me. I'm not only a strong believer in diverse workplaces, but I am also unapologetically championing by representation that having diverse members like myself is good for the bottom line. I'm an avid supporter of every ERG leader, presenter, and team because I want us all to succeed. I'm contributing my expertise in personal branding and networking, serving as a mentor, and driving employees to join ERGs because I believe this is the best way to build our employee community.”

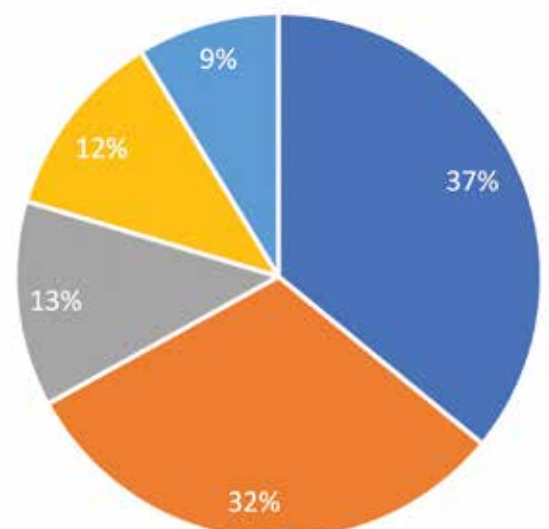


ERG Timeline



ERG Event Focus

■ Gender ■ LGBTQ
■ Race and Ethnicity ■ Generations
■ Multicultural and Religion



Our Data.



Gender 2022 Data

Overall Gender Balance - **58%** Men **42%** Women

Line Manager - **61%** Men **39%** Women

Executive Leadership - **71%** Men **29%** Women

C Suite - **66%** Men **33%** Women


Hiring - **46%** of hires were Women

Promotions - **39%** were awarded to Women

Our commitment to Gender Inclusion

- Ignite and Accelerate Development Programme (45 women have completed the program)
- Women Connected ERGs (8 chapters)
- Women in Technology Mentoring Scheme
- Established a menopause support ERG and offer flexible working to all employees



**Women in Tech**
Employee Resource Group

Mission

The mission of this ERG group is to "increase number and representation of women in technology leadership roles at RSG to create a culture where women feel included and are engaged, and we support their growth in the organization" and we are in the process of building up an exciting line up of events to support this mission in 2021.

Objectives

- Grow our women in tech representation in leadership roles (top 3 levels)
- Grow our women in tech operational role representation
- Help grow women to lead in tech roles
- Educating organization (globally) on why we need women in tech, how it helps the org
- Help support management in designing specific learning paths for technical roles
- Offer sessions to help build relevant technical skills
- Inspiring the next generation of girls into choosing technology careers



Our Women ERG Leaders.

Kim Brown - Women Connected Co-Chair

Sr. Director, Product Management



“ I co-lead Women Connected because empowering and advancing women in business is one of my passions. Being a part of an ERG and leading an ERG is my way of making a difference, bringing awareness to our purpose and hopefully creating a better corporate world for my daughter and the generations that come after her.”



Women Connected
Employee Resource Group

Dianna Markavage - Women Connected Co-Chair

Director, Brand Marketing



“ I’m excited to chair the Women Connected Alpharetta ERG after many years of membership and committee leadership supporting our mission to maximize the potential of our women colleagues. I’ve personally grown and benefitted from the content and programs offered and been empowered to take an active role in continuing to make this ERG meaningful. Networking with all the amazing women (and men!) that make up our membership has been so valuable to grow perspective, learn and share new ideas, and bring awareness to the topics for women in the workplace.”

Jemini Sharma - Women In Technology ERG Co- President

Sr. Product Manager



“ As an ERG leader, I am exposed to people and areas of the company that I wouldn’t normally encounter if I were to just remain in my functional work area. Joining the leadership board of an ERG is a terrific method to obtain leadership skills, road mapping skills, presenting skills, delegating abilities, and many other talents that I can develop.

If you are prepared to put in the time and effort, joining an ERG leadership board is a terrific way to network both internally and externally, gain exposure to senior leadership, and extend yourself in a variety of ways that will undoubtedly accelerate the trajectory of your career.

I have learned that being a leader involves a significant amount of being able to identify an individual’s strengths and areas for growth, delegating tasks and duties that will address one of these areas, and ultimately allowing the autonomy to make an impact.”



Carmen D Jackson - Women In Technology ERG Co- President Manager of Quality Engineering



“ Being part of the WiT ERG is about connection. I can collaborate with a diverse group of my peers and associates that I would not normally have the opportunity to engage with and help drive initiatives that align with our values.

Being co-president lets me walk in the purpose of supporting women in technology leadership because everyone deserves the opportunity to have a seat at the table.”



Women in Tech Employee Resource Group

A message from our virtual Woman Connected leader

Beth Kilian

VP Sales, Business Services



“ The Virtual Women Connected chapter has allowed employees from across the globe share inspiring stories and learn from motivating guest speakers all while working from home. I am most proud of the mentorship program that over the past 3 years has brought true connections to so many and impacted careers at LNRS. This ERG has brought enrichment into my life, and I am grateful for this experience.”

Beth is also Executive sponsorship to Young Professionals



“ I am so honored to work with the Young Professional groups as they make an impact on so many young professionals across the globe. It is important to feel a sense of belonging and community and I think the Young Professional ERG chapters do a great job facilitating an environment of inclusion and a community of peers who have common interests.”

Race and ethnicity...



Race & Ethnicity 2022 Data

Overall Race and Ethnicity Representation –
60% White **40%** Racial and Ethnically Diverse Backgrounds

Line Manager – 71% White Race **29%** Racial and Ethnically Diverse Backgrounds

Executive Leadership – 81% White Race **19%** Racial and Ethnically Diverse Backgrounds

C Suite – 66% White Race **33%** Racial and Ethnically Diverse Backgrounds

Hiring – 44% of hires were those of an under-represented Race and Ethnicity

Promotions – 37% of promotions were those of an under-represented Race and Ethnicity

Our commitment to Race and Ethnicity

- Vijay Raghavan and Bill Min as Race Executive Sponsors
- Race and Microaggressions training delivered to over 2,500 employees
- Courageous conversations on Race and Ethnicity delivered to over 1,000 employees
- ERGs focused on Race and Ethnicity, AAN, EDGE, Hispanic Heritage, Pan Asian and Multicultural
- Launched Emerge and Evolve our talent programme focused on leadership development for our ethnically diverse talent

BiTC Race at Work commitments

- **Appoint an Executive Sponsor for race**

Executive Sponsors for race provide visible leadership on race and ethnicity in their organisation and can drive actions such as setting targets for ethnic minority representation, briefing recruitment agencies and supporting mentoring and sponsorship.

- **Commit at board level to zero tolerance of harassment and bullying**

The Race at Work Survey revealed that 25 per cent of ethnic minority employees reported that they had witnessed or experienced racial harassment or bullying from managers. Commitment from the top is needed to achieve change.

- **Make clear that supporting equality in the workplace is the responsibility of all leaders and managers**

Actions can include ensuring that performance objectives for leaders and managers cover their responsibilities to support fairness for all staff.

- **Take action that supports ethnic minority career progression**

Actions can include embedding mentoring, reverse mentoring and sponsorship in their organisations.



Our Launch event for Emerge and Evolve, Race and Ethnicity Talent Programme.

We are proud signatories of the BiTC Race at Work Charter. This is how we are making a difference



Commitments	Actions
Appoint an Executive Sponsor for race	<ul style="list-style-type: none"> Vijay Raghavan appointed as Race Executive sponsor for LexisNexis Risk Solutions and Bill Min for EDGE in the UK. Created a specific Race inclusion interview featuring Vijay and Bill and company communication confirming these roles.
Capture ethnicity data and publicise progress	<ul style="list-style-type: none"> Improved our UK data reporting from 31.4% (Q1 2020) unknown to 18.3% unknown (Q4 2021) Took part in the UK Race at Work Survey (400 responses) Published our 5-year LexisNexis Risk Solutions Inclusion Goals Race and Ethnicity Data (October 2021)
Commit at board level to zero tolerance of harassment and bullying	<ul style="list-style-type: none"> D&I metrics including Race and Ethnicity in SOM and People Management level in all leaders KPO Empathy circles on Race equity delivered to all UK business leaders Race microaggressions workshops attended by over 2500 people including all level 3 leaders
Make clear that supporting equality in the workplace is the responsibility of all leaders and managers	<ul style="list-style-type: none"> All people managers have a D&I KPO D&I dashboard launched to all level 3 and BU leaders at level 4 Inclusive leadership training rolled out to all 2000 people managers Microaggression and empathy training scheduled for September and October 2021
Take action that supports ethnic minority career progression	<ul style="list-style-type: none"> Women in Leadership programme in its 4th cohort – 28% of cohort participants are Black, Hispanic, Latino, Native American or Asian Black women leading programme – running its second cohort (8 participants to date) Race and Ethnicity programme – currently working with external providers to scope a leadership development programme for ethnically diverse talent, looking to launch early 2022 Emerge & Evolve has been launched Feb 2022 to support sponsorship, visibility, professional and personal development for ethnically diverse talent



EDGE
Employee Resource Group



African Ancestry Network
Employee Resource Group



Multicultural
Employee Resource Group



Hispanic Heritage
Employee Resource Group



Pan Asian
Employee Resource Group

Our Race & Ethnicity ERG Leaders.

Shannon Hill - AAN Credentialing Analyst US

AAN

“ I am passionate about real life transformation. I am passionate about seeing ALL mankind being able to show up as their true authentic selves. As one of the AAN leaders it has given me the privilege to serve others from a place of genuine care and compassion. There’s nothing better for me than being a servant leader in an ERA where individuals are seeking wholeness. Leading an ERG has afforded me this opportunity.”



Natalie Lawrence - EDGE ERG Leader Professional Services Operations Manager



EDGE
Employee Resource Group



“ As Leader of the EDGE ERG bringing my ethnically diverse self to the office is pretty standard for me. I cannot be anyone else but, unapologetically me. To stand onboard this platform as a key stakeholder representing diversity and inclusion is an absolute honour. Diversity and Inclusion within the workplace is so important and rewarding for everyone. It is important that we always champion for ongoing change and encouragement, for diversity and inclusion. As long as I have a voice, I will continue to push for change and a psychologically safe working environment for all.”

Chetan Patel - EDGE ERG Risk & Compliance Manager - UK

“ I believe that Diversity Forums help create and provide pathways and opportunities for people from all backgrounds. I also believe these forums help steer the LexisNexis Risk Solutions organisation to keep doing what we do with continued respect, understanding and provide people with choices. I became a member of the EDGE steering group in Spring 2020. It is a role that I hold with the utmost privilege and respect. I want to help foster ideas, initiatives and truly open up the EDGE thread to include everyone – no matter what RACE, creed, ethnicity or background.”



Dorota Goch-Miller - Multicultural ERG Leader Graphic Designer, Brand Marketing



Multicultural
Employee Resource Group



“ Originally from Poland, I have travelled throughout Europe and North America every year during the summer breaks of my high school and college years. What I loved most about my journeys was laughing with newly made friends from different countries, learning words from their languages, and visiting places they called home. I was fascinated by the variety of cultures and starved to know more about them. This fascination has remained with me to this day. Once I became part of the Multicultural ERG, I knew right away I had found my home. Through this group and its incredible members and events, I can share my passion for people of all backgrounds and highlight the differences that make us alike. No matter where one is from, where one grew up, or how one looks, they are already part of this very diverse and inclusive group. Welcome home!”



Yun Chen - Multicultural ERG CIO Genilex Information Technology - US

“ As a founding member of the longest running ERG (est. 2003) in LexisNexis Risk Solutions, I’m proud of not only sharing my own culture but also supporting my colleagues to celebrate their cultures from around the world.”



Sonya Chauhan - EDGE ERG Software Engineering Lead - UK



“ I have been a co-lead for EDGE ERG for nearly 4 years now. It’s absolutely a fantastic initiative to integrate the diverse cultures we have in our organisation. I am so proud to be part of it and have learnt a lot though the years. It’s all about connecting people and going an extra mile in our professional lives. Covid has taught us how important human connections are. Understanding and embracing each other’s culture brings that comfort level in the organisation, which helps in higher productivity and Job satisfaction.”



Ida Anderson - Hispanic Heritage ERG Strategic Account Executive - US



Hispanic Heritage
Employee Resource Group

“ Engaging in and leading multiple Employee Resource Groups has been a fantastic growth experience for me personally and professionally. I’ve always loved to share my Hispanic Heritage and through both ERGs we can not only share our cultures to see our differences, we can also see the many ways we are similar. I’m afforded the opportunity to have the support of my own Hispanic community while also building a larger multi-cultural one that celebrates diversity and inclusion. To me this is priceless and it’s what connects us as humans and has allowed me to thrive.”



Bhakkte Patel Associate Statistical Modeler



Leaders Pan Asian ERG

“ Leading the Pan Asian ERG gives us a great opportunity to make a direct impact on creating a positive change within the organization and within the Pan Asian community. We get a chance to help other people push past the obstacles they may be facing and develop important career skills. Leading the ERG also gives us an opportunity to gain leadership skills, network and build meaningful relationships with other professionals, and gives us a chance to connect with senior leadership.”



Sirisha Lingareddy
Sr. Quality Test Analyst



Pan Asian
Employee Resource Group

Natalie Benjamin - EDGE ERG

Executive Assistant - UK



“ Having diversity and inclusion in the workplace will help improve the balance of opinions, it will help open closed minds. It gives those that were once silenced a voice to be heard. As an EDGE SteerCo member, I have found my voice.”



William Min - Executive Sponsor EDGE ERG

EVP and General Counsel

“ As the Executive Sponsor of EDGE since October 2020, it provides me with the opportunity to support an environment where individuals can share and learn from the experiences, challenges, and victories of each other. Despite what Elon Musk might lead you to believe, cars still need drivers to complete the journey. Thank you EDGE steering committee members and participants for driving change.”



Race & Ethnicity Executive Sponsors



Our EDGE corporate sponsor, William Min EVP & General Counsel, and Race Executive Sponsor EVP & CTO, Vijay Raghavan, sat down for a frank discussion of their experience as minorities. 2020 highlighted the work still to be done around issues of race and provides a focal point here, as Bill and Vijay discuss what LexisNexis Risk Solutions has done and what it still aims to do.

We work in Partnership with thought leaders in the Diversity and Inclusion space.

Here are some of our key partners



VISIONPATH™

</> TECHTALENT CHARTER:



DIALGLOBAL™
DIVERSE | INCLUSIVE | ASPIRATIONAL | LEADERS

Our Commitment to LGBTQ and Disability Inclusion.

Run with Pride...



LGBTQ+

Our recent Inclusion survey data 5% of our global employee base are from the LGBTQ community.

Our actions and commitments:

- Launch a programme of Self ID to collect employee data on LGBTQ, identify and ensure our workplace is fully representative and inclusive.
- Open Courageous Conversations on LGBTQ topics such as transgender inclusion, non binary identity, LGBTQ history to help educate employees.
- Expand our allyship programmes for all geographies.
- Partner with external thought leaders such as Workplace Pride, Student Pride and Open for Business
- Seek to partner with LGBTQ+ job boards to increase opportunities to hire.



Rich Petrosino - PROUD ERG Leader Director Quality Engineering - US

“ I wanted to support the Alpharetta chapter of PROUD@LexisNexis Risk Solutions ERG due to a few things...

Help me get out from behind my ‘mask’ and grow and interact... to be more vulnerable... share more about myself... create connections... to help/show others they can be more comfortable/brave to be themselves and shed fear.

Take allyship further myself in small ways... get involved and make a small difference ... make someone else feel that they belong... create positive change through inclusion and building trust.

Practice radical listening, radical acceptance, radical feedback... rinse and repeat.”



Proud Employee Resource Group

“ *Our people are our Pride* and are what makes this such a great company. I am honoured to be the executive sponsor for our Proud ERG. Together we aim to encourage and promote the spirit of diversity, and to provide a safe and open space for discussion and education. Thank you to all of the Proud ERG leaders who contribute to making this such a great place to work. I learn something new each time we work together.”

Katherine Lunn EVP Human Resources & Corporate Services



Cath Morris - PROUD ERG
Head of Data Acquisition - UK

“ I see myself represented in my ERG and that makes me feel safe, included and valued. All of our ERGs go above and beyond in helping to shape a richly diverse culture where everyone can be seen, heard and celebrated.”



Melanie Wee - PROUD ERG
Senior Editor, ICIS Risk, Singapore

“ To me, Pride Month means celebrating different people from different parts of the world; this great diversity and intersectionality across RELX. It's about showing support to the LGBTQ+ community and the importance of that visibility. I am very thankful to be part of our Pride Employee Resource Group. Based in Singapore where being gay is not legally accepted comes with challenges. But through this awesome global team of people from the PROUD team that I work with, I've found safety and courage within me.”



Matt Tudball - PROUD ERG
Senior Editor, Recycling, ICIS Risk, UK



“ The fact that people can get recognition for running a Pride forum, and have that forum celebrated, is one of the many reasons I love working at RELX. It is so easy for a big company to dismiss the importance of inclusion and diversity, to believe that it is already inclusive and doesn't need to do more. But RELX has invested in its people, and in doing so it has created a place where people can just be themselves at work, and that is such an important thing.”



Proud
Employee Resource Group

Disability and Mental Well being

Our recent Inclusion survey data 8.5% of our global employee base identify as having either visible or non visible disability.

Our actions and commitments:

- Launch a programme of Self ID to collect employee data on disability and ensure our workplace is fully accessible, representative and inclusive.
- Continue our Courageous conversations and Disability education training for all employees.
- Offer all employees access to wellbeing and mental health resources.
- Provide Mental health champions and training.
- Partner with Business Disability Forum, Wellbeing Tortoise, Hidden Disability - Sunflower programme and The Valuable 500.



Disability
RSG Diversity & Inclusion

Lisa Cook - Disability ERG Early Careers Business Partner, Risk - UK



“ I live with an often invisible disease called Rheumatoid Arthritis, and for years I hid this from the workplace for fear of stigma. Risk is the only employer I have felt comfortable enough to be open and transparent about my disability and I am proud to now be part of the disability ERG, helping to raise awareness. I do not want to be defined by my Rheumatoid Arthritis but allowances and adjustments do need to be made to support me. I have faced people saying to me ‘well you don’t look disabled’ and this is just so disheartening. Having your makeup done and wearing nice clothing doesn’t automatically stop you suffering pain while trying to mask it.

The internal battle to work harder, to never be off sick and constantly trying to exceed expectations, just to prove you are just as good as anyone else, is tiring and sadly I have thought this way for years. I do still catch myself having this battle now but having children and taking time out on maternity leave, made me stop and reassess my perspective.

The company’s Diversity & Inclusion initiatives and the ERG have given me more confidence to speak up about my disability and try to make a positive difference to others.”

Schuyler Michael - Disability ERG Leader

Head of Operations, E.G.



“ I was born with my umbilical cord wrapped around my neck; and unfortunately, the defibrillator in my room was broken. Being without oxygen for about a minute, affected my motor skills on the right side of my body. I have lived my life with Cerebral Palsy. The silver lining is I have great parents that never treated me any different than my siblings and supported me in whatever endeavours I wanted to pursue. I have also been very fortunate to work with colleagues within Risk that see me as an asset, and not solely as a disabled person.

My passion for Disability inclusion comes from seeing the innovation that diverse teams can create within an organization. Disabilities, because they are largely misunderstood at first glance, are often seen as a disadvantage and consequently that person is dismissed. This then leads to the person with the disability less open to talking about their disabilities for fear of career stagnation or other repercussion. This creates a cycle of silence from both parties. We see this a lot with hidden and neurodiverse disabilities. This stigma is holding companies back from innovation and next-level collaboration. I believe the key to breaking down this stigma is education. Education for those not associating themselves with the disabled community to help them understand, support, and encourage. And education for the disabled person in being courageous through conversation and assuming best intentions when asked about their disabilities. Only then will a free flow of information be possible.

The Disability ERG at Risk is on the right track and I think will be a pioneer in this space. Leading to even greater team collaboration, leadership, and innovation.”



Barbara Blevens - Disability ERG Executive Sponsor

Vice President, Talent Acquisition



“ I chose to be Executive Sponsor for the Disability ERG because I believe it is one of the largest areas our candidates and employees are struggling with in their personal life that impacts their work life. Whether an employee is managing their own disability or supporting a family member with a disability, it is creating a challenge for them. As an organization, we need to have more awareness and remove roadblocks that prevent our employees from performing to the best of their ability.”

Gemma Herrington - Mental Health ERG

Survey & Reward Team Leader - UK



“ I feel very privileged to work for an organisation that genuinely cares about their employees. D&I is at the core of our business and aligns with our strategy. I personally have learned so much from attending ERG events, they have enriched my knowledge and helped educate me to understand things I never knew. The ERGs contribute to working for a meaningful workplace and foster a sense of belonging.”



Maria Goldby - Mental Health ERG

Senior Occupational Health & Wellbeing Advisor - UK

“ Maria has worked within Occupational Health for 29 years and has a great deal of experience in looking after people at work with mental health concerns.

Her role is to support and advise the Champions and work with The Forum to roll out the DS Mental Health Framework which aims to reduce stigma and discrimination and promote a healthier lifestyle and workplace.”



Adam Joslin - Mental Health ERG

Training Team Leader- UK



“ I enjoy the professional challenges of my role, but participating in this Forum allows me an opportunity to give something on a very personal level to hopefully help others. I would like to think that through my own experiences dealing with my challenges and helping friends, that I may be able to offer something to colleagues who may be struggling with mental health issues and feeling alone or unable to speak out.”

Jamie O’Sullivan - Mental Health ERG Executive Sponsor

Group MD

“ An organisation that genuinely creates a psychologically safe environment for people to talk about and share what they as individuals or their close family and friends are trying to deal with at any given time is critical for people’s well-being, but also good business sense. Whether someone is tackling a momentary speed bump in life’s journey or trying to deal with a more deeply rooted issue, if they’re working in an environment that has some awareness of what they are trying to deal with and works with them to provide support, they are much more likely to be able to manage and manage it more effectively.”



Mental Health
Employee Resource Group



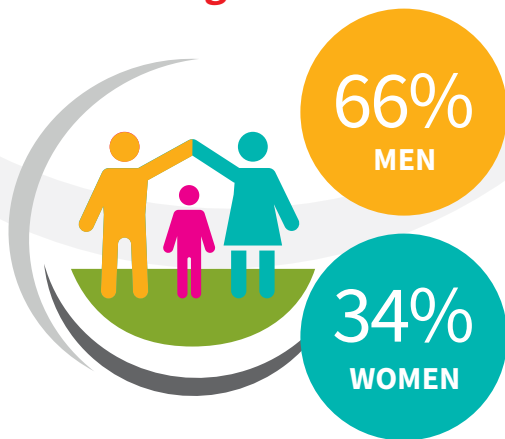
D&I and our Early Careers Strategy.

D&I and our Early Careers Strategy

Investing in Early Careers is essential for our diversity talent strategy. When we think about the success of our organization, we keep our talent at the forefront.

We have a variety of early talent graduate, apprenticeship, and internship programs. Our organization is only as exceptional as the talent we foster, which is why we constantly look for ways to creatively connect employees to resources that expand their exposure to diversity and inclusion – be that through ethnicity, gender, LGBTQ+ and so on.

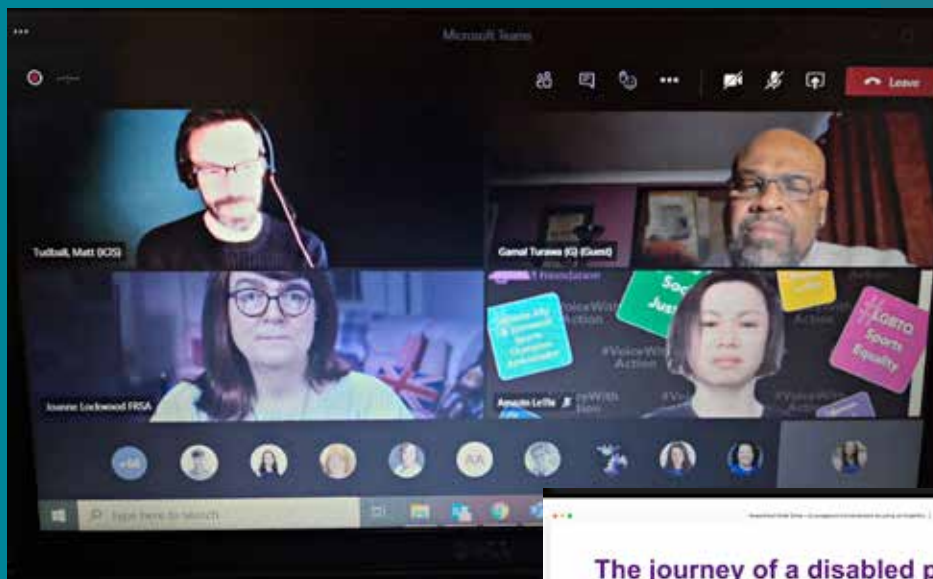
Gender Hiring Mix



Ethnicity Mix

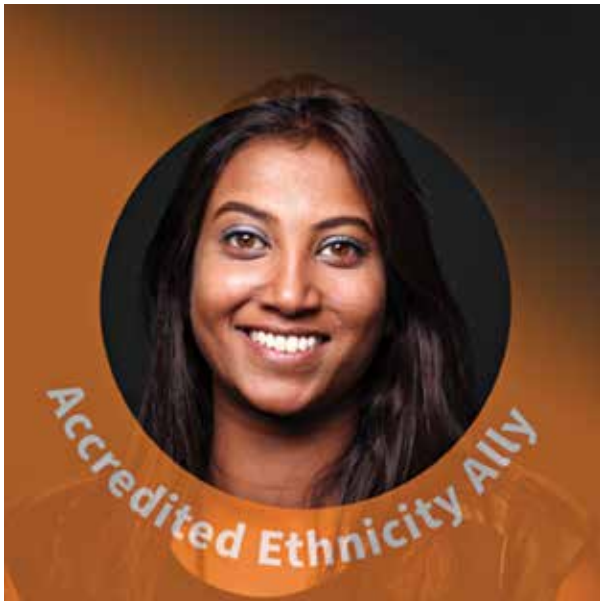


Inclusive and equal...



Creating an Inclusive culture

Creating a culture of inclusion is key to sustain a diverse business. Our commitment to creating a culture of inclusion includes;



- **Allyship** - We have built out four established tracks on LGBTQ, Gender, Disability and Race & Ethnicity.
- **Unconscious Bias Awareness Training** - Since 2017, more than 1,500 line managers have been trained in unconscious bias awareness.
- **Inclusive Leadership** - Launched in 2020 we have delivered inclusive leadership training to enable all line managers to actively include all employees in the workplace and decision making. More than 1,000 of our managers have attended workshops.
- **Psychological Safety Workshops** - Our aim is to achieve a baseline of 80%. Psychological Safety (feeling you can challenge the status quo without fear) is essential for innovation and creativity, we have launched psychological safety workshops, open to all employees to explore how teams can create cultures for us all to thrive.
- **Launching Inclusive Hiring Training** - All managers are required to complete inclusive interviewing training as part of the hiring process.
- **Future of Work** - Greater diverse talent hiring through outreach to more locations. Improved employee retention through flexible working uptake.

Allyship at LexisNexis Risk Solutions

Available Allyship Programs

One of our core priorities in our Diversity and Inclusion Strategy is to create awareness of the importance of allyship and to provide supporting education. Allies play a key role in cultural inclusion by lifting up and amplifying the voices of less represented groups.



Our Products and Services.

D&I

Our Products and Services

Diversity and Inclusion isn't just part of how our work culture, we strive to create products and services that positively impact the industries and customers we serve.



Financial Inclusion

We are working to address a lending blind spot for those seeking to advance personal and professional objectives, such as purchasing a home or expanding a small business, who are unable to gain credit because of missing or outdated negative information.

The challenge of financial inclusion is often magnified in low-income countries, given gaps in identity verification and credit risk assessment. LNRS' RiskView tool provides alternative data sets not in traditional credit reports, such as home ownership, education status and professional licenses.



EG Future Leaders Programme

When EG launched the Future Female Leaders project in 2019, we did so with the ambition to create real change in the real estate sector. Our aim was to showcase the next generation of female leaders and expose the talent that was right there in front of us. These talented leaders have inspired more people to step forward, to put up their hand, and tell their stories.

By examining diversity across the built environment, it is not just a lack of women that we see. There is a lack of diversity as to the background, education, ethnicity, and gender of the leaders in our market. Our intention is to seek out and find leaders from different backgrounds in order to create real change.

Gapsquare

Gapsquare is leading the change for pay equity. Empowering organisations through AI-powered, data-driven solutions that take the complexity out of achieving workplace equality.



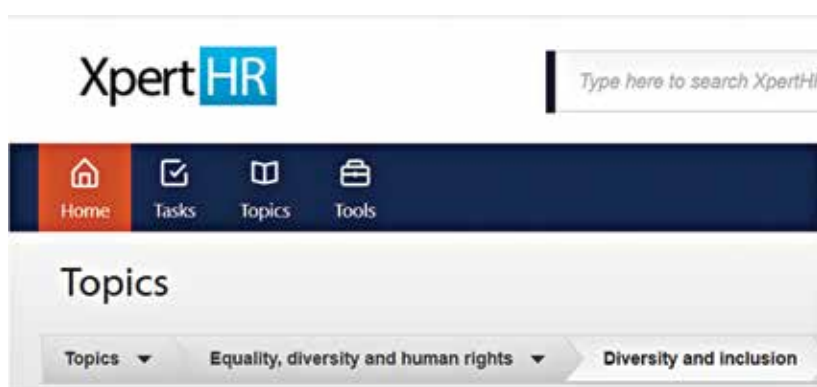
“ The pay equity and wider workplace social agenda is constantly evolving. From inception, Gapsquare identified that technical, data-driven solutions sit at the core of building a more equitable workplace. Today, the success of our clients is the success of our mission – building not only a more equitable future but also the business case for equality, in our lifetime.”

Dr. Zara Nanu, MBE
CEO of Gapsquare

XpertHR Products & Services

It's our mission to empower every organisation with the confidence and specialist data and insights to improve business outcomes and create a purposeful workplace for all. Through our expert product and services we help organisations to adapt to a changing HR landscape.

Our articles, podcasts and policy guidelines cover many I&D topics such as LGBTQ, disability and gender identity inclusion and help organisations develop their inclusive and diversity thinking and strategies.



Unlock the Potential of Real-World Data

Combine comprehensive data with next-generation de-identification and matching technology to revolutionize healthcare.



Healthcare Equity

In healthcare, understanding a patient's whole story is paramount to conducting impactful research, making the right diagnosis, and securing health equity for people and communities. That means having the ability to see all the factors that influence a person's healthcare journey and entire life - from family health history and risk factors to education, income, and community connections.



LexisNexis® Gravitas™ combines access to a comprehensive data network with powerful, next-generation technology which can be used to generate complete longitudinal views of virtually any person's journey, fully de-identified and research-ready¹ - unlocking the power of real-world data (RWD) for healthcare.

LexisNexis Risk Solutions Socioeconomic Health Attributes and Scores can be used for a variety of health equity initiatives, from direct case management purposes to member risk stratification, to targeting populations that may need earlier intervention or action in terms of participating in their health or adhering to their medication regimen. Our data can also be used for population stratification or segmentation for research or strategic planning related to clinical trials or population health initiatives.

Jo's closing comments

“Creating an inclusive and equitable culture, where diverse teams can thrive, is essential for our business. So much of our revenue growth comes from innovation and new product development, we can only achieve this with diverse teams who are their very best authentic selves every day.

Our Diversity and Inclusion work is a long-term culture change programme. We have made huge improvements such as doubling our ethnic representation in top leadership, growing the number of women in executive roles, establishing 35 employee resource groups, partnering with external thought leaders, and educating our people in topics such as allyship, inclusion and psychological safety.

But we are also humble enough to acknowledge we are not where we need to be on all metrics. In creating this brochure, we wanted to be transparent on our data and inclusion goals to show current employees, prospective employees, and customers the work we are all committed to.”

Jo Portlock

VP Diversity & Inclusion Early Careers



Katherine's closing comments



“Diversity and inclusion is not a nice to have, it's a must have. Not only to ensure all employees feel able to bring their whole selves to work but also to drive the commercial growth of our business. Organizations that are more diverse and more inclusive are more innovative and perform better.

We have made huge strides in our Diversity and inclusion strategy over the last 3 years... but this has to be an ongoing focus for us. Our continued commitment to strive towards an organization with equal opportunity for all and where all employees can achieve their full potential is essential to our ongoing success.”

Katherine Lunn

EVP, Human Resources



LexisNexis® Risk Solutions

Diversity & Inclusion

Diversity & Inclusion

D&I

