

Colleague Resource Group Overview

Resource Groups (RGs) within Marsh & McLennan connect our colleagues with peers and serve as powerful business networks. Beyond peer support, our colleague communities provide members with access to leaders, relevant volunteer and mentoring opportunities, and interactions with their counterparts in industry groups and client organizations.

RESOURCE GROUPS

RACIAL AND ETHNIC

“ THROUGH THE GROUP, I’M ENGAGED IN CHALLENGING, CONCIUSNESS-RAISING CONVERSATIONS THAT BRING PEOPLE TOGETHER IN THE WORKPLACE.”

The racial and ethnic diversity resource groups are a network of colleagues working together to create a more diverse and inclusive work environment for all while celebrating the diverse cultures and ethnicities within our enterprise.

- HOLA (Hispanic Organization of Leaders at) Marsh
- Marsh African Heritage Colleague Resource Group
- Marsh Asian Colleague Resource Group
- Guy Carpenter EMBRACE Ethnic & Cultural Diversity Council
- Mercer Racial & Ethnic Diversity
- Business Resource Group
- EMPOWERED (Employees of Oliver Wyman Enabling Racial & Ethnic Diversity)

DIFFERENTLY ABLED COMMUNITY

“ BEING A MOTHER OF A CHILD WITH A DISABILITY, I WANT TO HELP CHANGE PERCEPTIONS THAT LEAD TO ACCEPTANCE AND APPRECIATION FOR THE UNIQUE ABILITIES AND PERSPECTIVES EVERY PERSON OFFERS.”

Accessibility & Inclusion at Mercer helps to enhance a culture of inclusion for people with disabilities or special needs by leveraging each employee’s unique abilities, raising awareness, valuing differences, removing barriers and encouraging a workplace built on dignity, trust and respect.

- Accessibility & Inclusion at Mercer (AIM) Business Resource Group

RISING PROFESSIONALS

“ THIS IS A FORUM TO VOICE FRESH IDEAS, EXPRESS CONCERNS, AND BUILD RELATIONSHIPS INSIDE AND OUTSIDE OF THE FIRM. I'M CONVINCED IT WILL HAVE A DIRECT IMPACT ON THE COMPANY'S SUCCESS.”

The rising professionals resource groups connect, develop and empower driven, diverse colleagues striving for professional and developmental growth.

- Mercer Rising Professionals Network
- Marsh Young Professionals
- Guy Carpenter EMBRACE Generational Diversity Council

VETERANS

“ BY INTEGRATING VETERANS' UNIQUE SKILLS, EXPERIENCES, VALUES, AND KNOWLEDGE INTO OUR BUSINESSES, WE WILL BE A STRONGER AND MORE SUCCESSFUL COMPANY.”

Marsh & McLennan Companies' Veteran Talent Program focuses on recruiting US veterans and providing them with resources to help build successful civilian careers.

- MMC Veterans Resource Group

WOMEN

“ THIS GROUP HELPED BUILD MY PROFESSIONAL NETWORK, GAVE ME A CHANCE TO LEARN NEW SKILLS, AND ALLOWED ME TO CONTRIBUTE TO MAKING MMC A BETTER WORKPLACE FOR WOMEN.”

Marsh & McLennan Companies views the growth, development, and success of our female colleagues as critical to our enterprise, globally.

- Guy Carpenter EMBRACE Gender Diversity Council

- Marsh Women's Exchange Colleague Resource Group
- Women@Mercer Business Resource Group
- WOW (Women at Oliver Wyman)

WORKING FAMILIES

“ BEING A FULL TIME PARENT AND FULL TIME COLLEAGUE IS A UNIQUE CHALLENGE TO BALANCE. THIS GROUP SUPPORTS ME IN MOVING THROUGH THOSE CHALLENGES WITH EASE, KNOWING MY COMPANY BELIEVES IN ME AND MY FAMILY.”

By providing a support system, the working families resource groups help colleagues navigate the challenges of being a working parent and thus achieving both their professional and personal aspirations.

- Families at Marsh Colleague Resource Group
- Family Life at Oliver Wyman (FLOW)

LESBIANS, GAYS, BISEXUALS, TRANSGENDERED, AND ALLIES (LGBT+)

“ IT FEELS GREAT TO BE HERE — LIKE I'VE FINALLY FOUND A COMPANY WHERE I DON'T HAVE TO HIDE MY SEXUAL ORIENTATION.”

Our LGBTIAQ network partners with our operating companies to create an inclusive culture where LGBTIAQ colleagues can bring their authentic selves to work and thrive.

- Marsh PRIDE
- Guy Carpenter EMBRACE LGBTQ Diversity Council
- Mercer PRIDE
- Oliver Wyman GLOW