



2022

Company Profile

Women's Power & Influence Index (1.0)

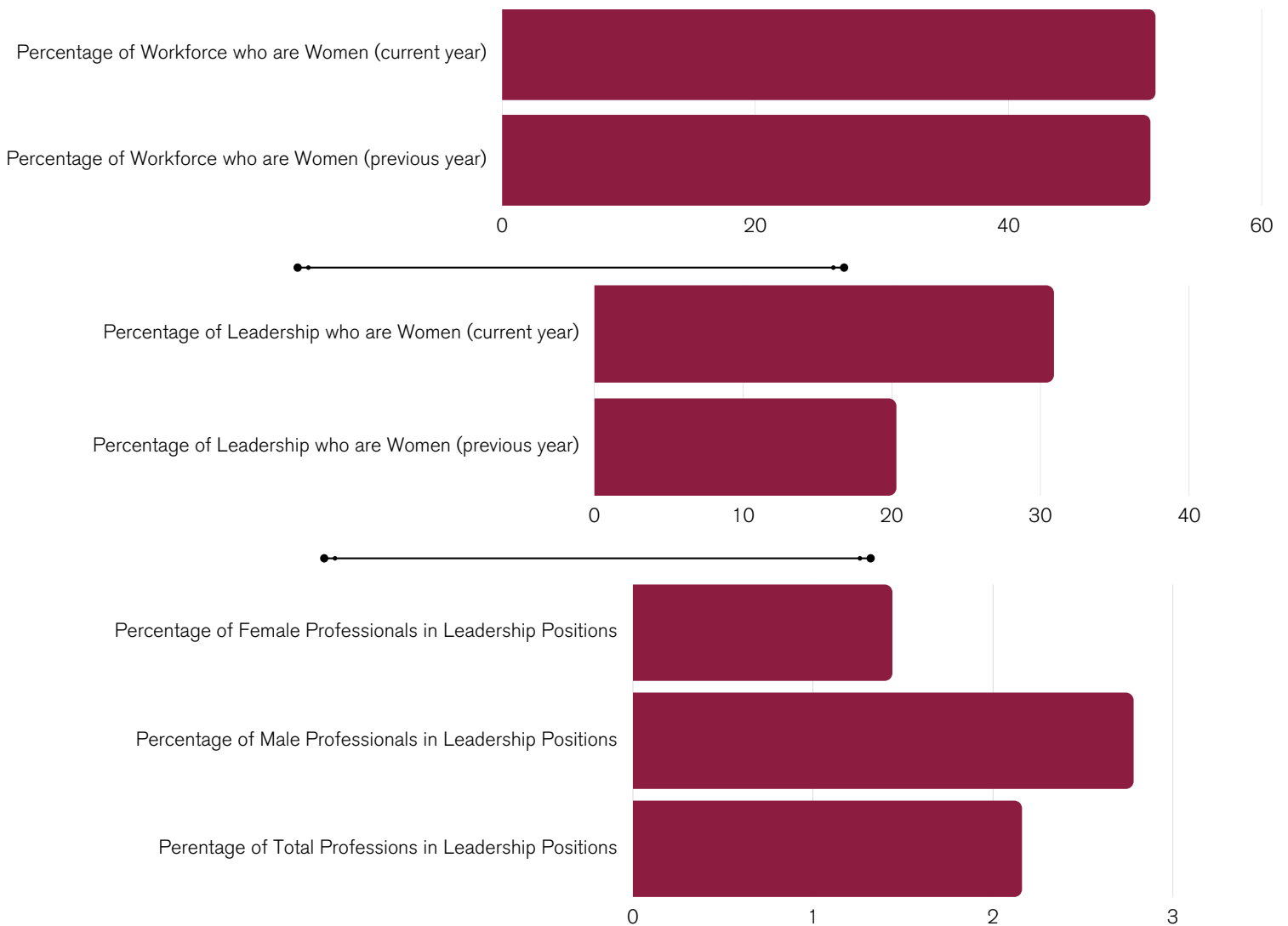


Arizona State University



American International Group, a multinational financial and insurance services company, has been ranked as a **PACESETTER** based on the criteria used for the Women's Power and Influence Index. American International Group offers harassment and discrimination trainings, caregiver PTO, childcare benefits, and equitable mentorship and recruitment efforts. American International Group offers several programs that advance women's equity including their Women's Executive Leadership Initiative as well as a Conscious Inclusion training meant to educate managers on unconscious biases. Based on the most recent Equal Employment Opportunity (EEO) data, 30.9% of its executives are women and 51.6% of the workforce is female. We could not find any information regarding American International Group's health benefits or their community engagement.

Workforce Profile



Binary scores are calculated as 1 or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0 indicates that information for this category was not readily available to the public.

Compensation

Pay Gap

Pay Gap Score

1

Existence of policy to address the gender pay gap

"AIG is committed to providing a fair and equitable workplace for employees without regard to gender, race or ethnicity."

Ref: Pg 80, Diversity Report

Career Growth

Professional Development

Professional Development Score

1

Existence of professional development programs geared towards female employees

"We offer several programs that provide additional development, mentoring, networking opportunities and training to AIG's most promising females and under-represented talent. These programs include the Women's Executive Leadership Initiative (or WELL, launched in 2013."

Ref: pg 73, Diversity Report

Mentorship

Mentorship Score

1

Existence of formal mentoring programs to facilitate advancement of careers of female employees

"Our Accelerated Leadership Development program matches mid-level diverse talent in AIG's leadership pipeline with senior executive mentors who coach them on essential senior management and executive leadership skills."

Ref: Pg 73, Diversity Report

Recruitment Efforts

Recruitment Efforts Score

Written commitment to attracting women to open positions

0.5

"AIG strives to be a diverse organization from top to bottom. Our Board and our Executive Leadership Team are over 40% diverse."

Ref: pg 71, Diversity Report

Work-Life Balance

Childcare Benefits

Childcare Benefits Score

Existence of childcare subsidies and support

1

"In the U.S., AIG partners with Bright Horizons to provide discounted services including childcare, eldercare, pet care, tutoring and test preparation. This partnership includes our U.S. Backup Care Program, which specifically helps employees who need last minute or emergency care for a child or adult."

Ref: Pg 85, Diversity Report

Caregiver Paid Time Off (PTO)

Caregiver PTO Score

Availability of paid caregiver leave in excess of government mandates

1

"In the U.S., AIG offers eight weeks of time off with full pay for employee parents for the birth of a biological child, the adoption of a child or the birth of a child born via a surrogacy arrangement."

Ref: Pg 84, Diversity Report

Health Benefits

Health Benefits Score

Existence of female oriented health benefits

0

Information related to this criterion could not be found.

External Stakeholder

Community Engagement

Organizational support of initiatives that drive gender equality and women's empowerment in the community

Information related to this criterion could not be found.

Community
Engagement Score
0

Inclusive Culture

Gender Equality Program

Additional Programs that promote gender equality within the industry or the company

"These efforts included creating and offering training sessions such as our Conscious Inclusion training, which was launched in 2021 to help global people managers better understand unconscious biases and form an action plan for implementing inclusive behavior."

Ref: Pg 76, Diversity Report

"Women & Allies Employee Resource Group"

Ref: Pg 77, Diversity Report

Harassment Policy

Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence

"Ref: AIG Code of Conduct"

Gender Equality
Program Score
1

Harassment Policy
Score
1

Harassment and Discrimination Training

Existence of policies mandating discrimination and sexual harassment training

"To support a non-discriminatory environment, AIG provides employees awareness and training through."

Ref: Pg 94, Diversity Report

Harassment &
Discrimination Training
Score
1