WELCOME TO
WOMEN’S MARINE
INSURANCE
LEADERSHIP PANEL

April 8, 2021
Women’s Marine Leadership: On the Rise

April 8
11am-12:30pm
Virtual Panel Discussion

Courtney Scott
The Hartford

Janelle Griffith
Lockton

Angela Nolan
Canopius

Kaity Sansone
Gen Re
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WIGGIN AND DANA
HISTORICAL CONTEXT & OVERVIEW

Jay Sogliuzzo
Second Vice President - Senior Underwriting Specialist
Gen Re | Global Marine
Women’s Marine Leadership Panel: On the Rise

Jay Sogliuzzo - Moderator
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Women in Insurance

• Insurance industry forecasts need to fill 400,000 jobs across all levels

• Women make up:
  - 46.5% of sales agents
  - 85% of claims and processing clerks
  - 11% of named executive officer positions
  - 19% of board seats

• Women in insurance make 62 cents on the dollar when compared to men

Source: "Women in Insurance: Leading to Action"
Published by Million Women Mentors
% decrease as level increases
## Women in Insurance compared to other sectors

<table>
<thead>
<tr>
<th>Level</th>
<th>Insurance</th>
<th>All other Sectors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entry-level positions</td>
<td>57%</td>
<td>48%</td>
</tr>
<tr>
<td>Vice President level</td>
<td>28%</td>
<td>29%</td>
</tr>
<tr>
<td>Senior Vice President level</td>
<td>18%</td>
<td>23%</td>
</tr>
</tbody>
</table>

Source: McKinsey
Senior-Level Women

Senior-Level Women are burning out at a higher rate than Senior-Level Men

In the past few months, % of employees who have consistently felt...

- Pressured to work more: 36% (Men), 27% (Women)
- Exhausted: 54% (Men), 41% (Women)
- Burned out: 39% (Men), 29% (Women)
Distribution of household labor

MOTHERS ARE THREE TIMES MORE LIKELY TO BE RESPONSIBLE FOR MOST OF THE HOUSEHOLD LABOR

Distribution of household labor for heterosexual parents in dual-career couples

- More than 70% of fathers think they are splitting household labor equally with their partner during Covid-19—but only 44% of mothers say the same.

<table>
<thead>
<tr>
<th>Fathers</th>
<th>Mothers</th>
</tr>
</thead>
<tbody>
<tr>
<td>11%</td>
<td>3%</td>
</tr>
<tr>
<td>72%</td>
<td>44%</td>
</tr>
<tr>
<td>13%</td>
<td>39%</td>
</tr>
<tr>
<td>5%</td>
<td>12%</td>
</tr>
</tbody>
</table>

- My partner is responsible for most of the work
- I share responsibilities equally with my partner
- I am responsible for most of the work
- I am responsible for all of the work
Racial Inequality

BLACK WOMEN OFTEN DON’T FEEL COMFORTABLE BRINGING THEIR WHOLE SELVES TO WORK

% of employees who agree with the following statements. . .

- 14% All Men, 19% All Women, 42% Black Women: I feel uncomfortable sharing my thoughts about racial inequality.
- 6% All Men, 10% All Women, 15% Black Women: I feel uncomfortable sharing my experience of grief or loss.
- 7% All Men, 9% All Women, 22% Black Women: I feel like I can’t talk about the impact current events are having on me or people in my community.
Allies to women of color

**Employees Who Say They Are Allies Don’t Always Take Action**

% of employees who say they are allies to women of color vs. % who consistently take allyship actions

- **65%**
  - **Men: 61%**
  - **Women: 65%**

- **52%**
  - **Men: 32%**
  - **Women: 34%**

- **45%**
  - **Men: 34%**
  - **Women: 35%**

- **32%**
  - **Men: 32%**
  - **Women: 35%**

- **26%**
  - **Men: 26%**
  - **Women: 32%**

- **8%**
  - **Men: 8%**
  - **Women: 12%**

- I am an ally to women of color at my work
- I actively listen to the personal stories of women of color about bias and mistreatment
- I publicly acknowledge or give credit to women of color for their ideas and work
- If I see discrimination against women of color, I actively work to confront it
- I take a public stand to support racial equality
- I mentor or sponsor one or more women of color
Covid 19 Pandemic – “she-cession”

- Progress for women in work are back to 2017 levels due to Covid-19 by the end of 2021
- 17 out of 24 OECD countries reported an overall increase in unemployment in 2020 – women were most affected
  - 52% of job furloughed were women’s jobs, despite only making up 48% of workforce
- Covid-19 increased the unequal burden of care carried by women
  - Causing more women than men to leave the labor market
  - Pre-covid - women spent avg 6 more hrs than men on unpaid childcare per week
  - During Covid – 7.7 hrs more than men on unpaid childcare
- United States) 275,000 women left workforce in January 2021 (compared to 71,000 men)

Thank you

Jay Sogliuzzo
jay.sogliuzzo@genre.com

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