

Our People

Our Approach

We are building a purpose-driven and inclusive culture that energizes employees to make a difference. Our people commitment ensures our employees are engaged, thriving and feel like they belong. These efforts begin with our purpose—*Always with you, building a more confident future.*

MetLife Highlights

Over
40%
of managers globally are women

24%
of officers in the U.S. are ethnically or racially diverse

52%
of our workforce are women

27%
of officers in the U.S. are women

Bloomberg Gender-Equality Index

2016 – 2020

Disability Equality Index

Best Place to Work for Disability Inclusion
2017 – 2021

GI Jobs

GI Jobs Military Friendly Employers
(9 years, 2013 – 2022)

Seramount's Global Inclusion Index

Argentina, Brazil, Chile, China, India, Ireland, Mexico, and the UK (2021)

Seramount's Inclusion Index

2020 – 2021

Dave Thomas Foundation

Best Adoption Friendly Workplaces
(14 years, 2008 – 2021)

Hispanic Association on Corporate Responsibility

Award for Corporate Inclusion
(10 years, 2012 – 2021)

Human Rights Campaign

Corporate Equality Index
Best Places to Work for LGBTQ Equality
(18 years, 2004 – 2021)

Our Actions, Our Progress

- ✓ Formed the **Global Diversity, Equity, and Inclusion Leadership Council**, led by CEO Michael A. Khalaf.
- ✓ Introduced **Inclusion Begins with Me**, a global comprehensive set of resources and curated learning including mandatory courses, inclusion dialogues, and Inclusion Tuesdays — monthly conversations that matter.
- ✓ Introduced new mandatory three-part **DEI education series**.
- ✓ Established the **Gender Equity Working Group**, a cross-market team who is developing time-bound action plans to strengthen gender equity.
- ✓ Committed to the **UN Women's Empowerment Principle** as well as the **UN Global Compact's focus on Targeting Gender Equity**.
- ✓ Launched **EXCELERATE**, a talent sponsorship program driven by the CEO and senior leaders, to help accelerate the development and progression of high-performing ethnically and racially diverse talent.
- ✓ Created the **ADVANCE** Racial Equity and Inclusion Roundtable to identify actions to make a difference with our people, customers, and shareholders.