
Human capital

Changing the world for the better has been our goal since day one. The well-being of our employees is crucial and starts with a workplace that encourages employees to collaborate and bring their best ideas.

Our approach

Allstate provides employees with training, mentoring and career development, and promotions. Throughout our program, we encourage inclusive diversity and work-life balance. We monitor engagement through annual employee surveys.

Progress

Allstate has a proud record of inclusive diversity, best-in-class performance and pay practices, as well as annual training in ethical conduct. We offer healthy environments and programs to support well-being, financial security and work-life balance. Allstaters work together every day as a single, powerful force across our businesses and brands.

INCLUSIVE DIVERSITY

Inclusive diversity contributes to employees' satisfaction, creativity, innovation, problem-solving ability, engagement and community involvement. Inclusive diversity is a long-held value at Allstate. We seek diverse sources of talent, and our people managers are equipped to attract, retain, develop and advance a diverse talent pool.

PERFORMANCE AND PAY PRACTICES

We take a thorough approach to ensuring fairness in our performance and compensation programs, which include a comprehensive process for ensuring pay equality. The Board of Directors reviews our pay fairness analyses each year.

ETHICAL CONDUCT

Allstate provides annual ethics training for employees and a Global Code of Business Conduct. In surveys of the ethical health of our corporate culture, Allstate scores above external benchmarks.

What's next?

Given the recent national focus on ongoing, systemic inequality and racial injustice in the U.S., the Inclusive Diversity team is continuing to look for ways to build awareness and drive action. In 2020, Allstate has:

- Launched an Anti-Racism Resource Center for employees.
- Added virtual "inclusive conversations" series on an enterprise level and across departments, building off themes of racial inequality, allyship, privilege and other relevant topics.
- Supported leadership messaging through consultation, coaching and resource allocation.
- Partnered with Employee Resource Groups to offer additional support for marginalized groups, including "employee listening" series, as well as built resiliency plans for those struggling with mental health issues due to racial trauma, PTSD and COVID-19.

More work around this issue is being done and will be included in future reports.