

GammaSAID Chapter Resources

A Guide for Students and Chapters

Created by the GammaSAID Council



Chapter Resources

What is GammaSAID?

GammaSAID (Solutions for Authenticity, Inclusion, and Diversity) is the student-led, student-focused representative voice in matters of diversity and inclusion in the insurance industry. The Council is comprised of Gamma Iota Sigma students with advisory engagement by alumni and industry diversity executives who work to inform, foster, challenge, and advance student perspectives and action relating to D&I.

A Note from the Council

We created this guide to provide a framework for chapters to plan the semester by hardwiring D&I into all chapter operations and events. Resources were compiled the help of current members from a broad cross-section of chapters to provide a comprehensive overview and representative sampling of opportunities for all students to explore and elevate D&I and meaningfully engage outside their chapters to showcase the breadth of careers in insurance to students who may not be aware of them. This is a living document, and we appreciate your continued feedback and ideas.

Sincerely,

The GammaSAID Council



D&I Awareness

What does diversity and inclusion mean? Give your members the opportunity and tools to explore what it is, what it looks like within your chapter, what it looks like on your campus, and what opportunities exist to enrich your chapter's membership.

Take inventory!

Plan your semester by spending time as a chapter thinking about the following:

- What does your chapter look like? What majors are represented?
- What additional majors might be interested in learning about the BROAD spectrum of careers in insurance? The industry employs people across ALL functional areas!
- What does your school look like? Is it diverse, or not so much?
 - Race, ethnicity, nationality, gender, age (traditional/non-traditional), disability, socio-economic, veterans, parents, resident/commuting/virtual, major/field of study, exposure to aspects of the industry
 - What other majors exist on campus?
 - What student groups exist on campus?
 - Where can you work together or invite others to your meetings or events?
 - What events exist or can be created that provide opportunities for collaboration, i.e. career fairs, speakers?
- What does the area where your school is look like – is it diverse, or not so much?
 - Large/small, metropolitan, urban, suburban, rural, school-centric
- What does the industry look like in your school's area?
 - What companies, segments, and functional areas are represented?
- Review the Industry Overview presentation as a starting point to engaging other students on campus and to remind yourselves just how expansive the industry is, and that insurance is everywhere!

Create an Officer Position

One way to bring D&I into your chapter's membership, recruiting, outreach efforts, and events is to have an Officer dedicated to the GammaSAID mission.

- View the Officer framework, including sample duties, [on the GIS website!](#)
- This Officer should work closely with your entire leadership team: President, Membership, Recruitment, Marketing/PR, and Events Officers, as well as other roles who can benefit from incorporating D&I into your chapter's operations.
- The Officer should use the above framework to hardwire D&I into all chapter operations.

On-Campus Engagement Ideas

GIS's membership continues to diversify across student backgrounds and majors, due in large part to each of you being ambassadors for the industry and engaging non-GIS and non-RMI/ActSci students in creative ways!



Consider reaching out across your campus to engage different groups of students:

- Other Majors: remember, the industry employs people working in ALL functional areas and in ALL specialties! Marketing, HR, IT, Accounting, Finance, Investment, Legal, etc!
- Student Clubs: cultural groups, professional groups, international student unions, Black/Latinx/Asian etc student unions, student veterans associations, entrepreneurship/business, finance/investment, marketing/PR, etc!

Event Ideas

Connect with your peers on campus to showcase the incredible opportunities and variety that careers in insurance can offer! Help them find their place in the industry.

- Invite student groups or other majors for an Insurance Careers showcase, where you present the Industry Overview presentation. Find other creative examples to showcase that insurance is literally everywhere! You never know what someone else's hook might be.
- Collaborate with student cultural groups on campus for a career fair, joint speaker topic, or other initiative.
- Partner with different majors on speakers and events, like CompSci/IT for an insurtech segment or hackathon; Insurance by the Numbers with Finance/Accounting Economics/Math majors; what Entrepreneurs need to know about Risk; a Day in the Life of Insurance Marketing, etc.
- When inviting industry speakers, ask them to bring someone from a different functional area with them, and invite students from those related majors.
- Connect with your campus Career Services Center to provide an insurance industry showcase, and coordinate inviting other departments, majors, and student groups.
- Host College Block Parties with other organizations. GIS info can be handed out at tables at these events, with other members raising interest in the insurance industry.
- Present an International Dinner, where attendees are encouraged to bring in a dish from their home country or culture.
- Host diversity training programs, such as Ally Training or Unconscious Bias training, for members to be more educated and aware so they can foster a more inclusive environment. Utilize school resources, including Campus Multicultural or Diversity Center; Title IX Office; Student Affairs Office; Campus Safety.