

Name of Group	Type of Group	Mission
<b>POWERi (Providing Opportunities for Women in EIOS roles – Enterprise, Infrastructure and Operation Services)</b>	Resource Group	This initiative is here to serve the women in infrastructure (IT) and to help foster an environment that is fair and thriving for all employees.
<b>CHEW (Claims Helping Empower Women)</b>	Resource Group	To create a supportive environment to empower and reflect the needs of women in Claims. To inspire, connect and celebrate women.
<b>Proud of You (Pride)</b>	Resource Group	To build a safe and welcoming community for 2SLGBTQ+ employees within the Co-operators and provide a space for their allies to support them.
<b>Claims IDEA Council</b>	Business IDEA Council	We are a diverse group that comes together to listen and share stories and truths. Our role is to advocate and foster an accepting environment by providing a diverse lens, bringing awareness, and encouraging dialogue to promote a safe respectful and supportive place to work.
<b>Contact Center IDEA Council</b>	Business IDEA Council	We embrace the diversity of our people and their uniqueness through an inclusive culture that supports our co-operative values and purpose.
<b>Spark</b>	Business IDEA Council	Influence the connections that IT leaders and employees have in relation to our co-operative, IDEA and sustainability objectives, and enable them in their personal journey.
<b>Community for Working Parents</b>	Resource Group	To advance the well-being and success of working parents at Co-operators through resource awareness, support, and advocacy for systemic change.
<b>CHEWIT (Co-operators Helping Empower Women in IT)</b>	Resource Group	As women in IT we want to inspire, empower and support the diversity of women through storytelling, mentorship, knowledge sharing and inclusiveness.
<b>Visible &amp; Invisible Differing Abilities</b>	Resource Group	Highly engaged employees promoting awareness and championing those who experience neurodivergent, visible or invisible differing abilities and those employees who are caregivers while advocating accessibility and inclusivity to enable and enhance the career, professional development, and wellbeing of employees.
<b>Black and Black-Biracial Employee Resource Group</b>	Resource Group	Advocate for a more inclusive and equitable organizational and employment landscape for Black and Black-Biracial identifying people.

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<b>Indigenous ERG</b>	Resource Group	Creating a supportive environment that empowers and reflects the needs of our Indigenous employees.