



Our Actions

Racial justice, equity
& inclusion

1. Implement sustainable and integrated practices to increase Black populations at Lincoln.
2. Focus on retaining, developing and increasing minority leadership, growing minority representation at the officer level by 50% over the course of three years.
3. Explore formally tying leadership compensation to company diversity and inclusion objectives.
4. Expand the Diversity & Inclusion function across Lincoln.
5. Continue to grow Lincoln's professional network of Black financial professionals.
6. Continue conversations about race across the organization.
7. Contribute \$1-million to The HistoryMakers, the nation's largest African American oral history video archive, over a period of time.
8. Leverage the Lincoln Financial Foundation and community partnerships to further support Black communities.