



EMPLOYEE VOICES

To help commemorate AANHPI Heritage Month this May, we are sharing profiles featuring the members of our AANHPI community. Today, get to know **Janet Pablo** from our Specialty - Technology team. We invite you to learn how AANHPI history has influenced her life and insurance industry career.

Why is AANHPI Heritage Month important to you?

Representation matters. Growing up as the daughter of Filipino immigrants, there were very few AANHPI role models I could look up to other than my parents. With over fifty distinct ethnic groups that comprise the AANHPI community, this month gives the opportunity for our stories to be shared, but more importantly, to be heard. The many AANHPI contributions in this country can hopefully inspire the next generation of leaders, scientists, artists, politicians, etc.

Tell us about someone from the AANHPI community who influenced or inspired you, and why?

My Mom has always been an inspiration to me. She parented with kindness, encouraged curiosity, and personified the definition of grit. She worked at the Department of Social Services in Los Angeles, and her job included working with low-income families and the homeless in the city's Skid Row neighborhood. Despite the hardships and challenges she faced personally, as she found her footing in the US, she remained empathetic and advocated for many underrepresented and under resourced groups of people. As a child, I recall my Mom being greeted by several homeless people during our frequent trips to downtown LA. She was always happy to see them, was always kind and non-judgmental. Through her example, she taught me to be resilient and resourceful, respectful, and kind no matter a person's circumstances.



Janet Pablo

Senior Life Sciences
Underwriting Consultant

FAVORITE QUOTE OR MANTRA

I always try to live by the platinum rule... treating others as they want to be treated.



This year's AANHPI Heritage Month theme is "Advancing Leaders through Opportunity." How does this theme speak to you?

Creating opportunities for underrepresented groups within a company not only makes business sense, but it is the right thing to do. I read that companies are eight times more likely to achieve better business outcomes if they embrace DEI, especially if they have diverse leadership. I think it is really important for companies to invest in the success of underrepresented groups – through recruitment, retention efforts such as offering mentorship and supporting DEI initiatives, but also addressing unconscious bias in the workplace.