



Stronger DC plans through diversity, equity and inclusion

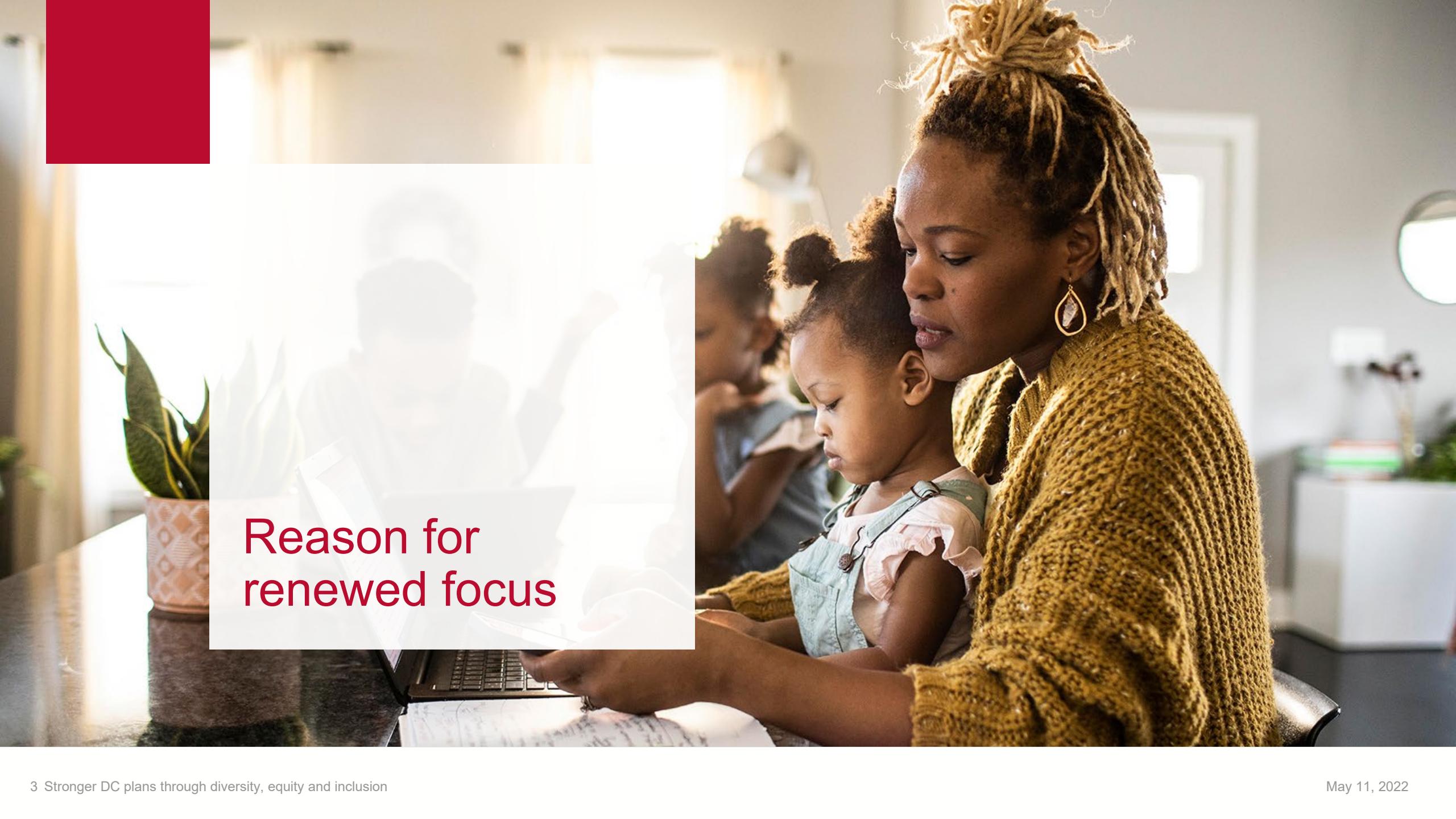
Elisha Ribeiro

National Sales Director, Group Customer,
National Accounts, Canada Life (she/her)

Ryan Weiss

Vice-President, Group Customer,
National Accounts, Canada Life (he/him)

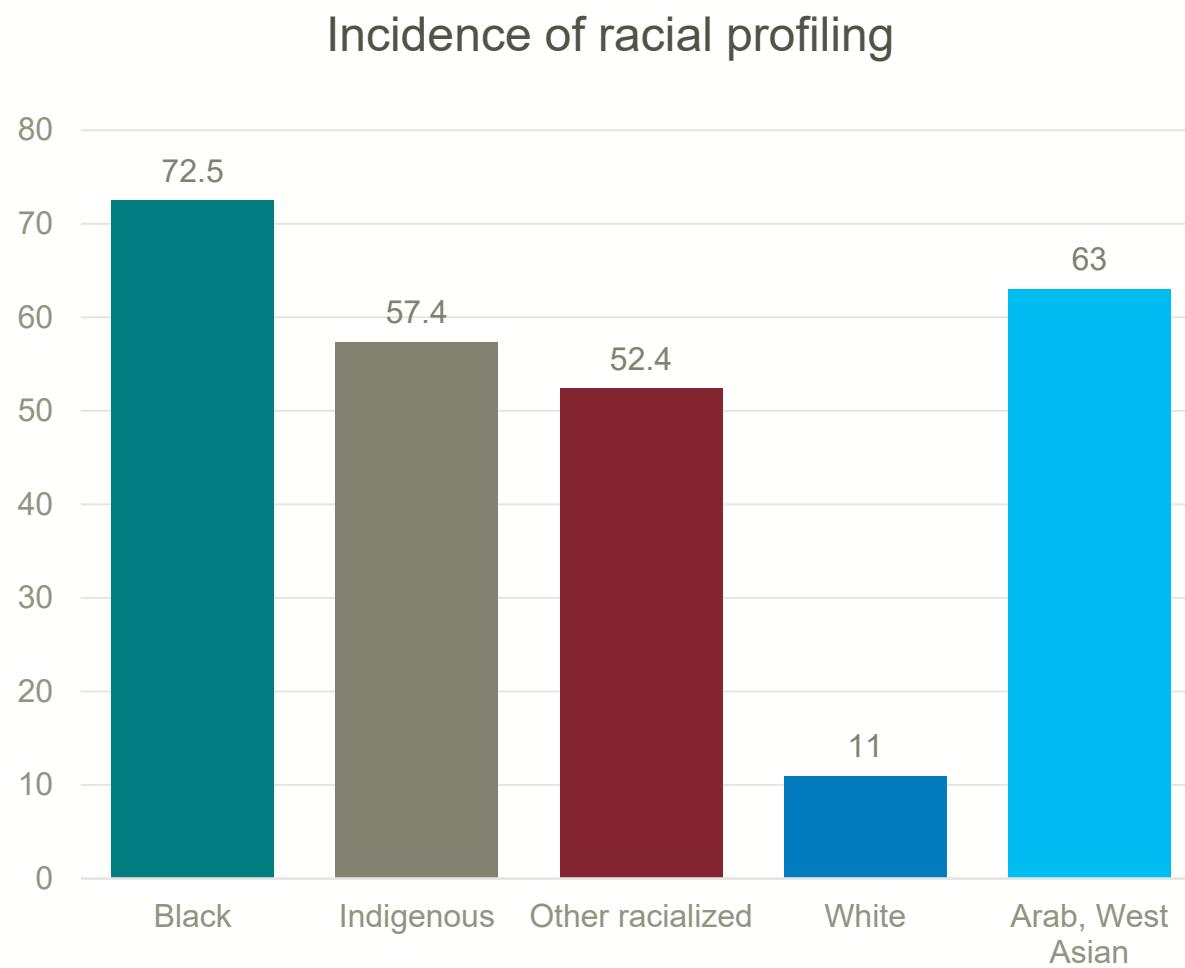




A woman with long, light-colored braided hair is holding a young child in her lap. She is wearing a yellow, cable-knit sweater and large, gold teardrop earrings. The child is wearing a light blue romper with a pink ruffled collar. They are both looking down at a laptop keyboard. In the background, there is a white cabinet and some plants. The scene is set in a bright, modern room.

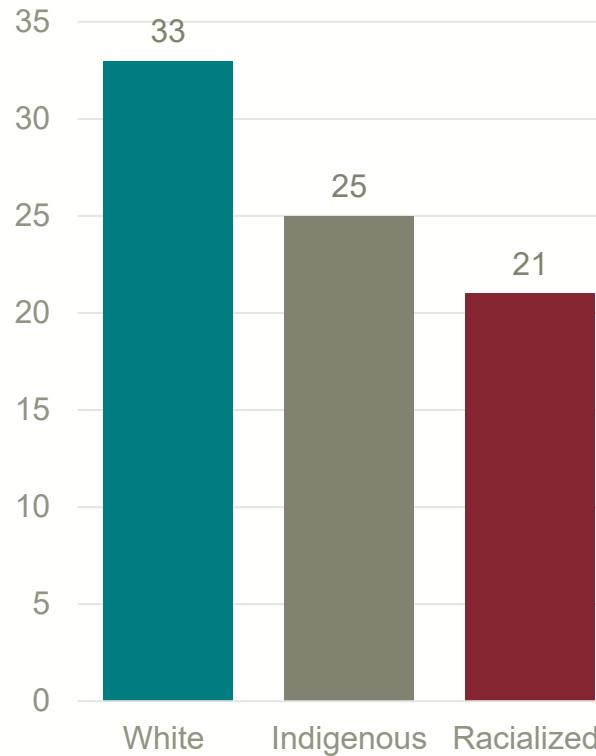
Reason for renewed focus

Reason for renewed focus

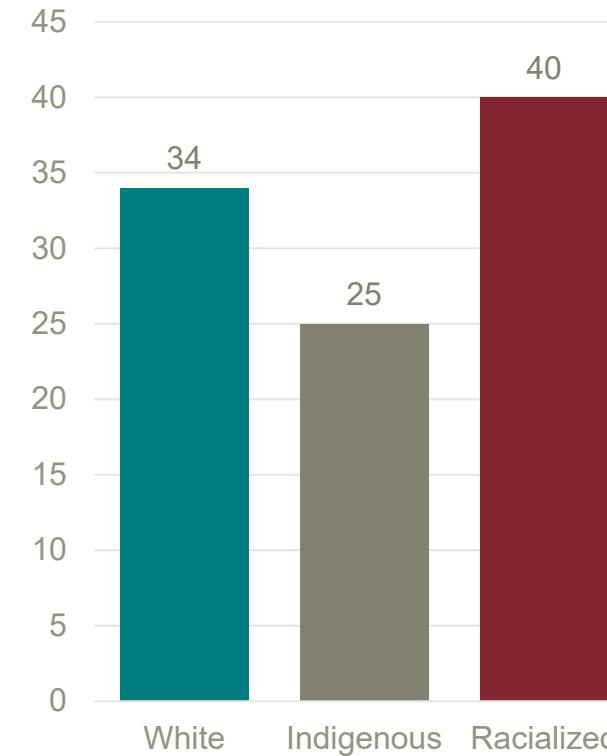


Reason for renewed focus

% of income from private pension sources



% of senior's income reliant on public pension





Reason for renewed focus

- 1 in 3 homeless youth identify as LGBTQ2+



Addressing inequities

- 3 in 5 employers have a multi-year Diversity, Equity & Inclusion (DEI) strategy and action plan
- 75% of organizations plan to review their group plan from an inclusion and diversity lens



Case study: Canada Life

Case study

Zone Unrestricted

Zone Human Resources Community Compliance ServiceNet COVID-19 Future of work

Send to Immersive Reader

FEBRUARY 1, 2021

Get to know BPOC and join us for Black History Month!

Last spring, we announced the addition of our sixth Employee Resource Group (ERG). The Black and People of Colour (BPOC) ERG is made up of 50 passionate, energetic members led by **Katrina Lee-Kwen**, Executive Sponsor of BPOC and Senior Vice-President, Non-Par solutions, Individual Customer Digital Strategy.

We are BPOC!

BPOC is committed to championing change, allyship and promoting the advancement of Black and People of Colour at Canada Life to achieve a more diverse and inclusive environment. BPOC ERG leads are **Rosemarie Davis, Rishi Jain, Parama Ray, George Robertson and Steve Wright**.

Join us for Black History Month



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News and highlights

All articles News Community Sponsorships

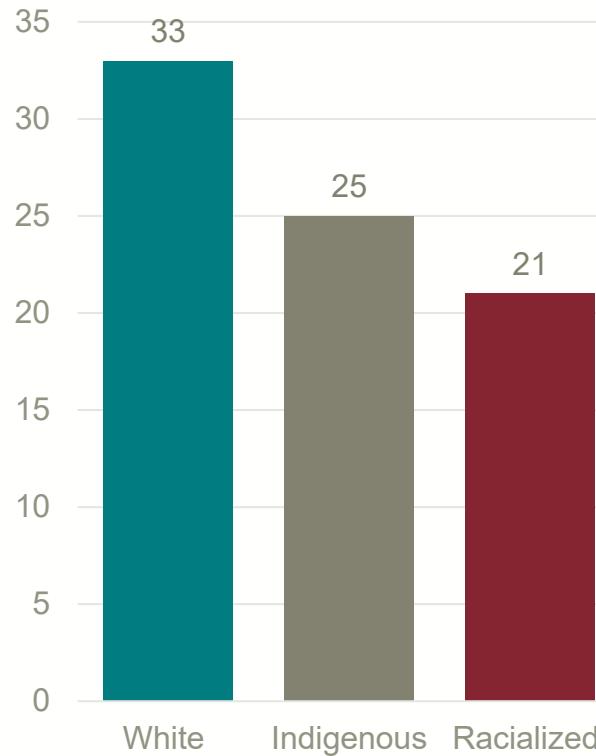
Canada Life raises tipi for National



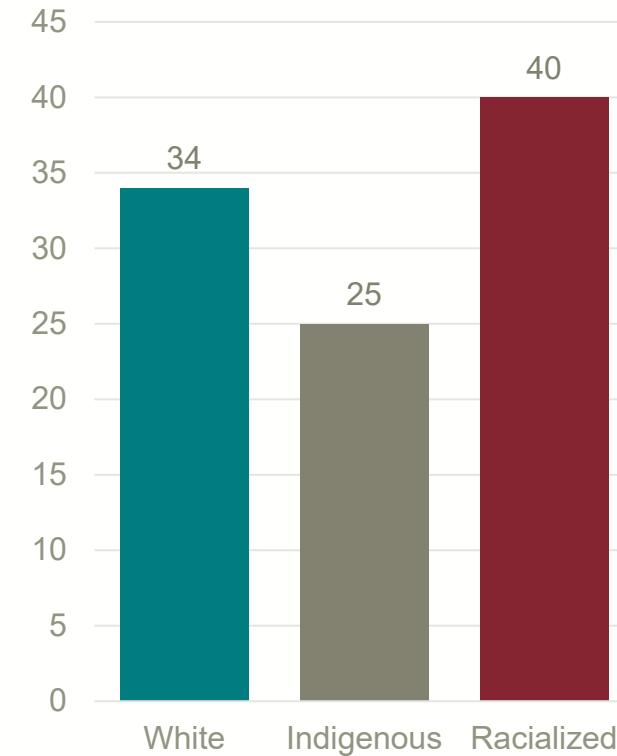
DC plans' role in diversity and inclusion

Reason for renewed focus

% of income from private pension sources



% of senior's income reliant on public pension



Decumulation in DC plans





Different members,
different goals

Different members, different goals

72%

of respondents in 2020
were “very” or
“somewhat” interested
in responsible
investing, compared to
60% in 2018 and 72%
in 2019

83%

of respondents in the
18-34 age group in 2020
stated they were “very”
or “somewhat”
interested

33%

of respondents in 2020
stated they currently own
responsible investments,
compared to 26% in
2019 (and that’s at 50%
for those aged 18 to 34)

Student debt

50%
Canadians
graduate with
student loans

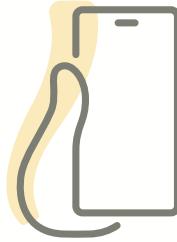
Average debt
\$28,000

45% of
graduates owe
\$25,000+
at graduation

Average
10 years
to repay

How it works

1



Optional sign up
for members

2



Provider confirms their
student loan repayments

3



You confirm your
contributions

4



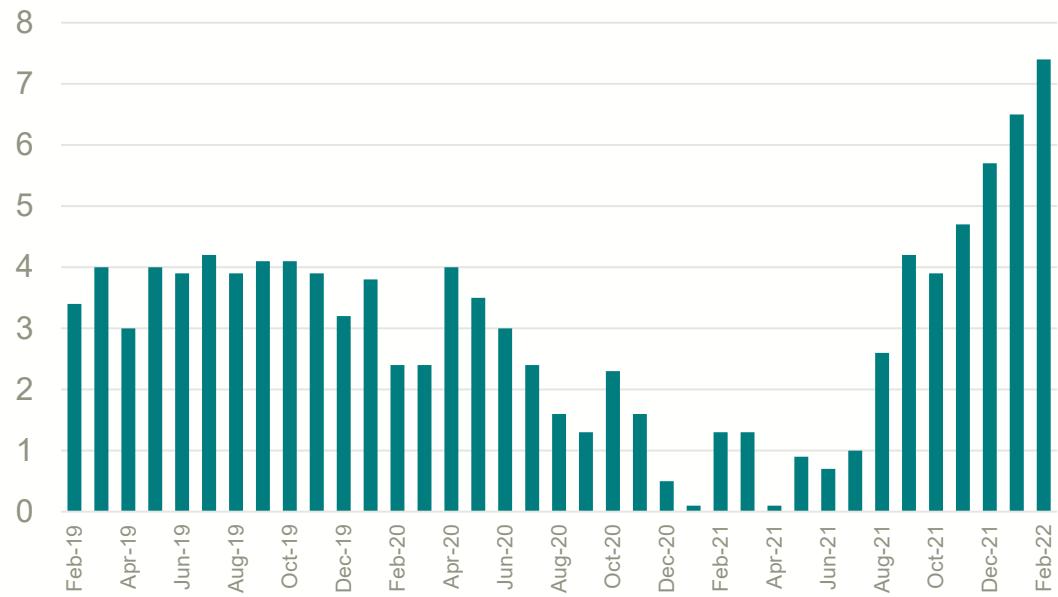
Members get started
with employer-matched
savings

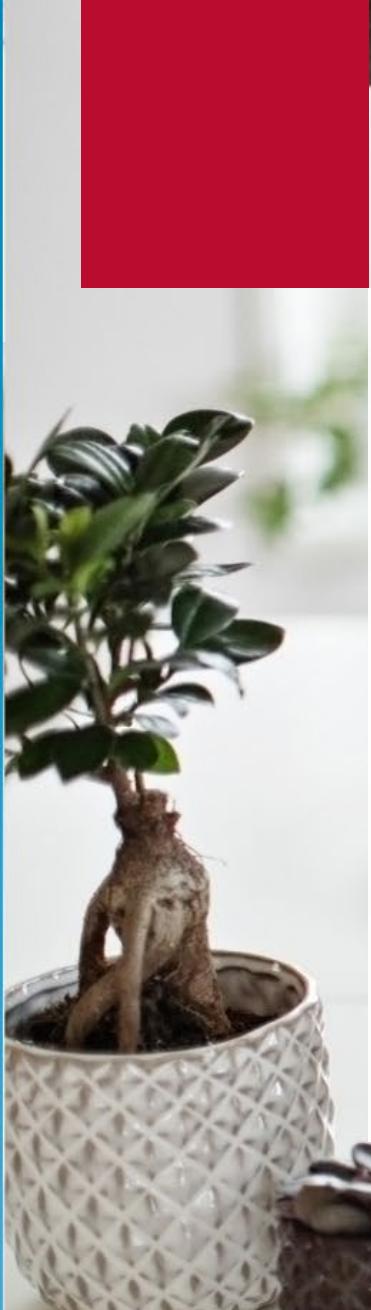
Canadians' cost of living

Year-over-year change in owned and rented accommodation prices, 12-month % change



Prices for food purchased from stores rise, 12-month % change





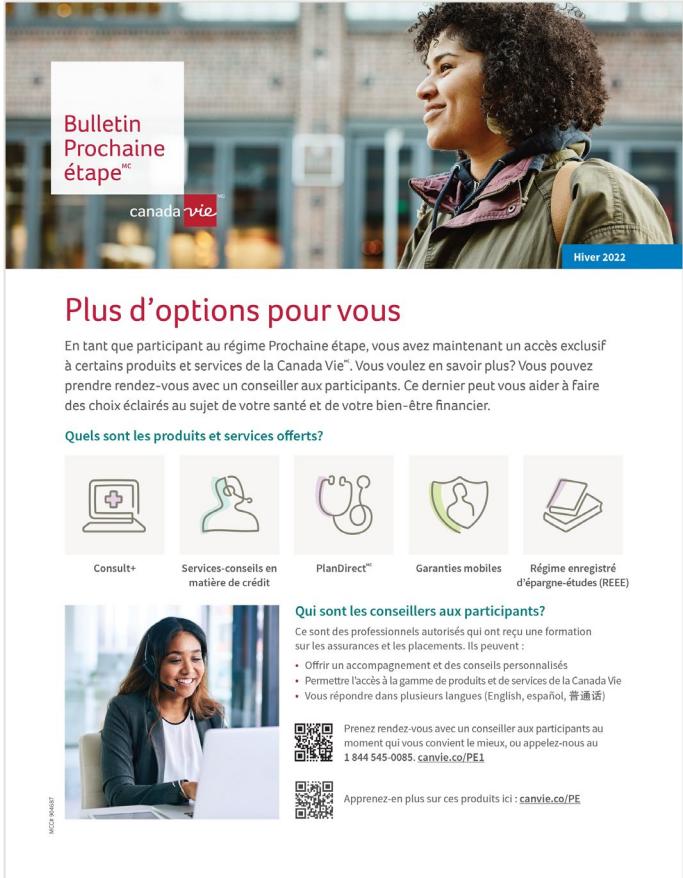
Financial support





Increasing
inclusion through
member support

Inclusive financial education



Bulletin Prochaine étape™
canadavie

Hiver 2022

Plus d'options pour vous

En tant que participant au régime Prochaine étape, vous avez maintenant un accès exclusif à certains produits et services de la Canada Vie®. Vous voulez en savoir plus? Vous pouvez prendre rendez-vous avec un conseiller aux participants. Ce dernier peut vous aider à faire des choix éclairés au sujet de votre santé et de votre bien-être financier.

Quels sont les produits et services offerts?

- Consult+
- Services-conseils en matière de crédit
- PlanDirect™
- Garanties mobiles
- Régime enregistré d'épargne-études (REEE)

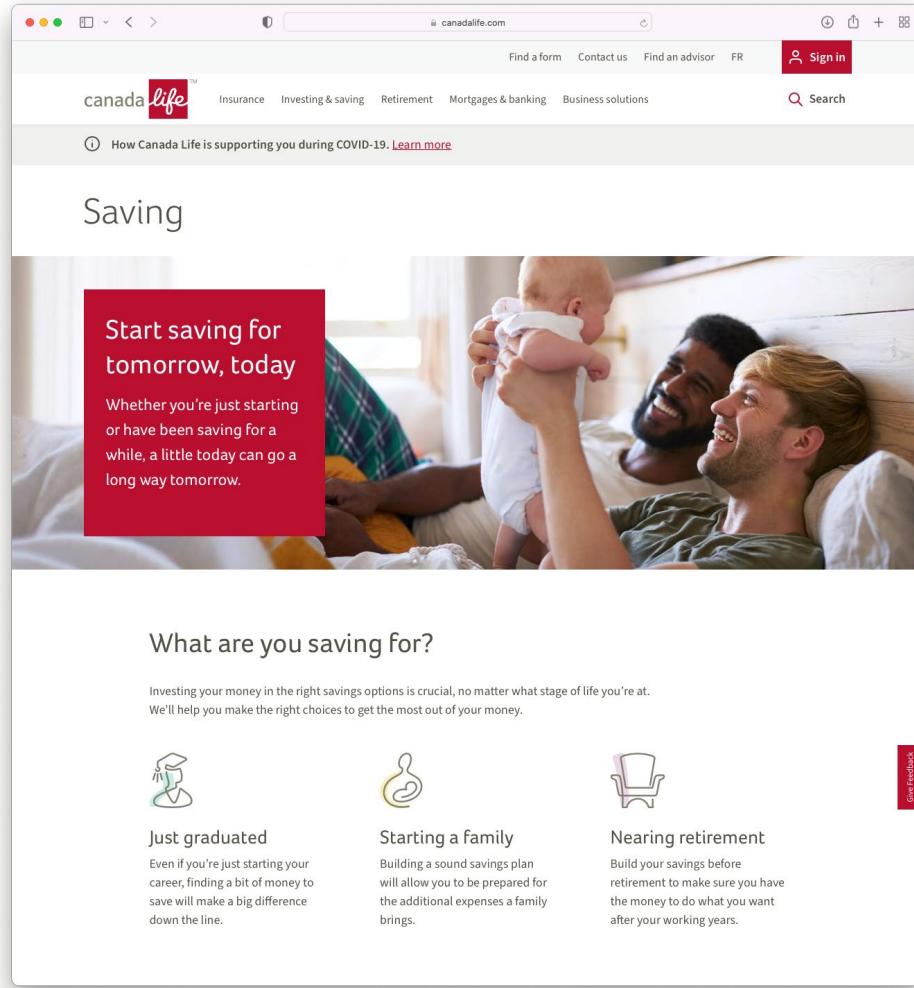
Qui sont les conseillers aux participants?

Ce sont des professionnels autorisés qui ont reçu une formation sur les assurances et les placements. Ils peuvent :

- Offrir un accompagnement et des conseils personnalisés
- Permettre l'accès à la gamme de produits et de services de la Canada Vie
- Vous répondre dans plusieurs langues (English, español, 普通话)

Prenez rendez-vous avec un conseiller aux participants au moment qui vous convient le mieux, ouappelez-nous au 1 844 545-0085. canvie.co/PE

Apprenez-en plus sur ces produits ici : canvie.co/PE



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Saving

Start saving for tomorrow, today

Whether you're just starting or have been saving for a while, a little today can go a long way tomorrow.



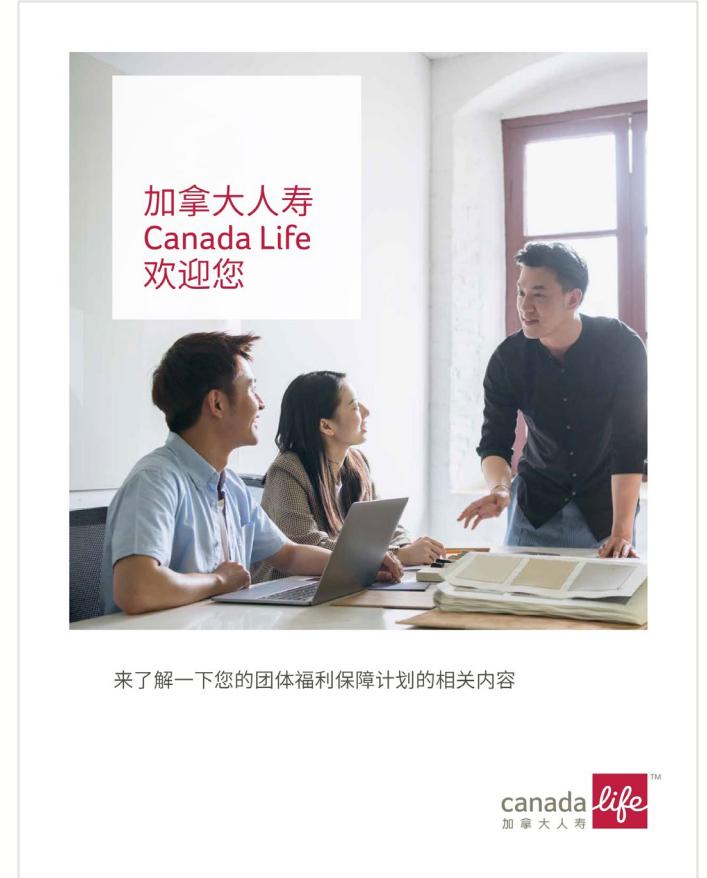
What are you saving for?

Investing your money in the right savings options is crucial, no matter what stage of life you're at. We'll help you make the right choices to get the most out of your money.

Just graduated
Even if you're just starting your career, finding a bit of money to save will make a big difference down the line.

Starting a family
Building a sound savings plan will allow you to be prepared for the additional expenses a family brings.

Nearing retirement
Build your savings before retirement to make sure you have the money to do what you want after your working years.



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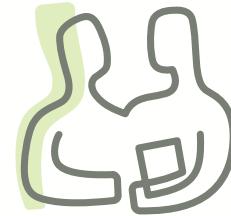
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**Serving an
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**Giving Canadians what
they need *and* want**



We're just
getting started