

Ensuring Diversity & Inclusion in MetLife's Recruitment Processes

At MetLife, we are intentionally cultivating a purpose-driven and inclusive culture that values and builds a diversity of talent to innovate for today, tomorrow and the future so that we fulfill our promise to our customers in the communities we serve around the world.

It is our philosophy that diversity and inclusion is a business, workforce and sustainability imperative that enables us to offer innovative solutions and services that helps build a more confident future for all.

To deliver on our purpose, we are always searching for the best talent to join MetLife. We deeply value and endorse the inclusion of intercultural diversity (race, ethnicity, culture, disabilities, generations, religion, gender, sexual orientation), work experiences, skills, perspectives and thinking styles.

We ensure the development, performance and progression of a robust talent pipeline by taking the necessary actions to increase diversity across geographies, departments and positions, from entry-level to management to our chief executive office. Through our agile talent management practices, we actively assess the dynamic needs of our global business. This includes an expectation of diverse slates of candidates in our recruitment and hiring for senior leader hires and pipeline roles – and hold hiring managers accountable for inclusion. To foster inclusion and diversity of talent, we train recruiters (internally and externally) and managers to be mindful of potential biases in the hiring, review and career development process.

To track our progress, we actively monitor and evaluate our diversity recruiting and hiring decisions, including succession planning for critical senior roles.