

# 2025 NAAIA National Conference

## JUSTIFICATION GUIDE

*Helping You Secure Employer Support for Registration & Travel*



NATIONAL  
AFRICAN AMERICAN  
INSURANCE ASSOCIATION

# 2025 NAAIA National Conference Justification Guide

Helping You Secure Employer Support for  
Registration & Travel



## Why Attend the NAAIA National Conference?

The NAAIA National Conference is the leading gathering for Black and African American professionals—and their allies—working in insurance, risk management, and adjacent sectors. It offers a once-a-year opportunity to connect with 1,500+ professionals, hear from industry leaders, and engage in transformative learning that advances your career and adds value to your organization.



## Conference Details!

- Philadelphia Convention Center, Philadelphia, PA
- September 23-26, 2025
- Theme: "Vision Forward: Driving Transformation in Insurance"

## Contact:

For any questions or concerns you may have, please reach out to [conference@naaia.org](mailto:conference@naaia.org).

 [www.naaia.org](http://www.naaia.org)



# What You'll Gain & Bring Back

## Tangible Takeaways for Your Company

- Real-time strategies from 28+ workshops across six professional development tracks
- Peer insights and case studies from industry leaders, HBCU faculty, and global insurance executives
- Actionable leadership frameworks from companies navigating today's climate
- Risk, technology, and regulation briefings that will sharpen your team's competitive edge
- Tools and templates for mentorship, communication, claims management, and business interruption coverage



## Professional Growth Opportunities

- Career fair and networking forums
- Access to C-suite speakers
- Deep-dive workshops on topics like AI, insurtech, compliance, ERG leadership, agency ownership, and risk control
- Opportunities to learn from leaders across the globe - Bermuda, Ghana, Toronto, and London.

## Manager FAQs!

### 1. "The budget is tight this year."

*"This single event replaces the need for multiple external trainings, coaching engagements, and industry briefings—at a fraction of the cost. Plus, early registration offers hotel savings and allows for advanced airfare booking."*

### 2. "We can't spare you for three days."

*"I will pre-select targeted sessions aligned with our team goals and return with a summary and action plan. This is an investment in speed-to-strategy for Q4 and 2026 planning."*

### 3. "What makes NAAIA's conference different?"

*"NAAIA offers culturally grounded, high-performance programming for today's diverse workforce. No other conference integrates inclusion and belonging, technical expertise, entrepreneurship, and career development with this level of relevance and execution."*

### 4. "How do we measure ROI?"

*"I'll track insights, contacts, and tools acquired. We can use a 30/60/90-day implementation plan to review outcomes and potential return on learning."*

## 2025 Workshops

| Track                                                  | Title                                                                                        | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
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| <b>Agent &amp; Entrepreneurship</b>                    | <b>No Gatekeepers: Claim Your Seat as an Independent Agency Owner</b>                        | <p><b>Ready to Own It?</b></p> <p>Independent agency ownership is more than a career move — it's a powerful path to wealth, freedom, and legacy-building for Black insurance professionals. Yet many remain unsure of how to take the leap. This high-impact session will show you exactly how to turn your experience into ownership, with real-world strategies and insider knowledge to help you launch, grow, and thrive as an independent agency owner. You'll leave with a clear roadmap to start your agency, a deeper understanding of licensing and carrier relationships, and the tools to build a profitable client base. We'll cover startup realities, how to navigate industry challenges, and what it takes to turn your vision into a sustainable business. This is more than information — it's a launchpad for your ownership journey.</p>                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Leadership &amp; Professional Development</b>       | <b>Brains, Business, &amp; the Bottom Line: How Insurance Academia Drives Industry Power</b> | <p><b>Unlock the Power of Academia to Shape the Future of Insurance — and Your Career.</b> This energizing and informative session explores how insurance academia isn't just about textbooks and theory — it's a powerful platform for career growth, industry transformation, and influencing the next generation of professionals. Through a dynamic mix of presentation and panel discussion, attendees will gain a clear understanding of the career pathways available in academic settings, especially for professionals of color, and how representation in the classroom can shift the narrative around insurance careers. You'll walk away with practical tools to explore or transition into an academic role — including how to start building your resume now, the differences between graduate and post-graduate academic paths, and how to translate industry experience into classroom impact. Panelists will share real-world insight on student perceptions, challenges in recruitment, and how to make insurance careers exciting and relevant to young talent. Whether you're curious about teaching, passionate about mentorship, or looking to amplify your voice in the industry, this session gives you the blueprint to make it happen.</p> |
| <b>Innovation, Technology &amp; the Future of Work</b> | <b>Threat Matrix: Cyber Risk, System Failure &amp; the Future of Protection</b>              | <p><b>Cyber Isn't Coming — It's Already Here. Are You Ready?</b></p> <p>As cyber threats grow more sophisticated and widespread, the insurance industry finds itself at a tipping point. This high-impact session takes you deep into the heart of systemic cyber risk — what it looks like, why it matters, and how close we've come to catastrophe. You'll explore the latest market shifts, the evolving roles of brokers, agents, and underwriters, and how near-miss events are already rewriting capacity, coverage, and underwriting strategies.</p> <p>More than just a market overview, this session equips you with actionable tools to strengthen your clients' resilience, anticipate the ripple effects of systemic loss, and stay ahead in a rapidly transforming space. You'll leave with a sharper understanding of cyber insurance trends, smarter risk mitigation strategies, and a clearer picture of what long-term sustainability looks like in a world where one breach can break the system. If you're in the business of protecting others, this is your blueprint for navigating the cyber road ahead.</p>                                                                                                                                  |

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| <b>Diversity, Equity, Inclusion (DEI) and Belonging</b> | <b>Living Boldly: Mastering Personal &amp; Professional Fulfillment Beyond DEI</b> | <p>In a time when anti-DEI rhetoric threatens to derail progress, this powerful session is a call to action — reminding you to stay focused and intentional about your personal and professional goals.</p> <p>Through an engaging experience, you will dive into three transformative focus areas: Reset, Restart, and Refocus. These pillars will guide you to realign your priorities across family, career, and community involvement, helping you build resilience and clarity despite external challenges. By the end of the session, you'll leave equipped with practical strategies to reclaim your vision, strengthen your purpose, and confidently navigate your path forward, creating impact in every area of your life.</p>                                                                                                                                               |
| <b>Industry Trends, Risk, and Technical Expertise</b>   | <b>Litigation Unmasked: Navigating the Fraudemic Explosion</b>                     | <p>In the wake of the pandemic, fraudulent lawsuits involving staged accidents and fake medical treatments have surged, impacting insurers, law firms, and medical professionals alike. This timely session dives into the growing wave of these deceptive claims and the legal battles insurers across the country are waging to combat them. Attendees will gain essential tools to identify red flags, spot fraudulent patterns early, and implement effective strategies to fight back. Whether you're on the carrier side or representing legal interests, this session will equip you with actionable insights and practical techniques to protect your practice and uphold integrity in an increasingly complex landscape.</p>                                                                                                                                                  |
| <b>Career, Community &amp; Fin. Empowerment</b>         | <b>Beyond the Commission: Wealth Building for Black Insurance Trailblazers</b>     | <p>This powerful session is designed for African American insurance professionals ready to turn their industry expertise into tools for lasting community impact. Positioned at the intersection of financial knowledge and service, many seasoned professionals—especially underwriters with decades of experience—are uniquely equipped to drive conversations around wealth building, financial planning, and the critical role insurance plays in preserving generational wealth. This workshop will arm attendees with practical strategies to deepen their own financial literacy, translate complex concepts into community education, and become catalysts for economic empowerment. You'll walk away with a clear roadmap for using your career to help break cycles of financial insecurity and build stronger, wealth-focused futures—for yourself and those you serve.</p> |
| <b>Industry Trends, Risk, and Technical Expertise</b>   | <b>Re/Insurance Reinvented: Bermuda's Global Impact on Innovation &amp; Access</b> | <p>Step into the world of Bermuda—one of the most influential global hubs in the re/insurance industry—where innovation, regulatory excellence, and market agility converge. This session will unveil how Bermuda's unique ecosystem not only drives cutting-edge insurance solutions but also leads the charge in embedding diversity, equity, and inclusion into the fabric of the industry. Attendees will walk away with a clear understanding of how to harness Bermuda's strategic advantages, apply inclusive leadership principles, and build resilient, future-ready organizations. Whether you're a global executive or an emerging leader, you'll gain actionable strategies to elevate your company's performance, culture, and competitive positioning in a rapidly evolving market.</p>                                                                                  |

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| <b>Agent &amp; Entrepreneurship</b>                     | <b>Protecting Your People – Employee Benefit Liability</b>                                 | Mistakes happen—even in the best-run HR departments. That's where Employee Benefit Liability (EBL) insurance comes in, providing crucial protection when administrative errors or omissions impact employee benefit plans. In this session, you'll learn how to position EBL coverage as an essential component of a business's risk management strategy. Walk away with the tools and confidence to explain EBL coverage clearly, overcome objections, and close the sale by showing how this policy protects what matters most—their people.                                                                                                                                                                                                                                                                                                                                |
| <b>Leadership &amp; Professional Development</b>        | <b>The Integrity Advantage: Building Connections That Last</b>                             | In today's fast-paced professional landscape, meaningful relationships are more than a luxury—they're a strategic advantage. This session dives into the transformative power of integrity-driven connections and how they can elevate your personal and professional life. Designed for insurance and risk management professionals, you'll learn how to identify and build your tribe—those who reflect your values, fuel your purpose, and support your growth. Attendees will walk away with tools to cultivate authentic relationships, strengthen trust, and intentionally build a community that empowers success from the inside out. If you're ready to lead with integrity and connect with purpose, this session is your blueprint.                                                                                                                                |
| <b>Innovation, Technology &amp; the Future of Work</b>  | <b>Automate to Elevate: The AI Advantage in Insurance</b>                                  | AI and automation aren't just tech buzzwords—they're game-changers for how we work, think, and lead. With 80% of users reporting increased productivity and nearly a third feeling more energized and engaged, AI is transforming both workflow and workplace satisfaction. This dynamic session will show you how to harness AI and automation to simplify the day-to-day and make space for what matters most—creative thinking, strategic planning, and next-level innovation. Through live demos and hands-on tips, you'll walk away with practical tools you can implement immediately to boost efficiency, enhance your natural talents, and ultimately WOW in every area of your life—from the office to your home. Whether you're new to AI or ready to take your skills to the next level, this session is your springboard to working smarter and shining brighter. |
| <b>Diversity, Equity, Inclusion (DEI) and Belonging</b> | <b>Leading with Vision: Creating an Inclusion Blueprint and ERGs That Inspire and Last</b> | This session is a powerful call to action for the future of DEI efforts within the industry, challenging participants to preserve and advance the hard-won progress while confronting the real collateral damage and unintended consequences that have emerged along the way. Attendees will engage in an honest exploration of these challenges and be inspired to adopt an "all hands on deck" mindset, fostering unity and collective momentum. You will leave equipped with practical strategies to navigate complexities, strengthen inclusive cultures, and drive meaningful, lasting change that benefits both individuals and organizations alike.                                                                                                                                                                                                                    |

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| <b>Industry Trends,<br/>Risk, and Technical<br/>Expertise</b> | <b>Claims Under Fire:<br/>Tackling<br/>Nuclear Verdicts,<br/>Fraud, and<br/>the AI Impact</b> | This session offers a comprehensive look at the current state of claims activity across the nation, covering critical issues from the surge in nuclear verdicts and catastrophic claims to the transformative impact of AI on claims handling. We'll also explore recent RICO filings aimed at combating fraud and the broader implications for the entire insurance ecosystem. Attendees will leave with a clear understanding of today's challenges, emerging trends, and practical insights to navigate the evolving claims landscape and prepare for what lies ahead.                                                                                                                                                                                          |
| <b>Career,<br/>Community &amp;<br/>Fin. Empowerment</b>       | <b>Get Hired, Get<br/>Ahead:<br/>Navigating<br/>Insurance Talent<br/>Expectations</b>         | Join top talent acquisition professionals from the insurance industry as they pull back the curtain on the hiring process, revealing what skills, experiences, and qualities truly make candidates stand out. This panel will provide you with insider knowledge on how hiring decisions are made and offer actionable strategies to help you position yourself for career growth and success. You'll leave equipped with practical tools to navigate the competitive job market and confidently advance your insurance career.                                                                                                                                                                                                                                    |
| <b>Industry Trends,<br/>Risk, and Technical<br/>Expertise</b> | <b>The Insider's Edge:<br/>Managing<br/>Corporate<br/>Politics, Risk, and<br/>Reputation</b>  | Success in corporate environments is rarely just about performance — it's about perception, positioning, and protection. This candid session dives into the often-unspoken realities that shape career advancement: from understanding contract clauses that protect your interests, to identifying authentic allies in the workplace, to managing career risks in a system not always built for inclusion. Attendees will gain tactical knowledge on how to read between the lines, safeguard their reputation, and navigate corporate culture with clarity and confidence. Designed for mid-career professionals and emerging leaders, this session equips you with the savvy and strategic foresight needed to thrive — not just survive — in corporate spaces. |

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| <b>Agent &amp; Entrepreneurship</b>                     | <b>Continuity Counts: Understanding and Selling Business Interruption</b>      | When disaster strikes, property damage is just the beginning—lost revenue can quickly push a business to the brink of closing its doors permanently. This session dives deep into Business Interruption (BI) coverage, a critical but often misunderstood component of commercial insurance. This session demystifies BI policies and equips you to explain, position, and sell this essential protection with clarity and confidence.                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Leadership &amp; Professional Development</b>        | <b>Speak the Power: Unlocking Your Voice for Impactful Communication</b>       | Step into your power and unlock the full potential of your voice in this transformative public speaking workshop. Designed for professionals who want to captivate, connect, and command any room, this session goes beyond the basics of communication to help you develop unshakable confidence, refine your message, and deliver with authenticity and purpose. You'll walk away with practical tools to structure compelling presentations, overcome stage anxiety, and speak with clarity and conviction—whether you're leading a team meeting, pitching an idea, or addressing a crowd. If you're ready to elevate your presence and ensure your voice leaves a lasting impact, this is the workshop for you.                                                                                                    |
| <b>Innovation, Technology &amp; the Future of Work</b>  | <b>Reimagining Risk: The Insurtech Revolution and the Future of Automation</b> | Technology is not just disrupting the insurance industry — it's redefining it. This dynamic session dives into the current state of Insurtech in the U.S., highlighting top investment trends, market movers, and cutting-edge tools reshaping both Property & Casualty and Life & Health lines. Learn from real-world use cases and hear directly from startup leaders on the frontlines of automation, AI, and customer-centric tech. From optimizing agency billing and claims processing to transforming customer journeys, you'll walk away with strategies to modernize operations and future-proof your business. Whether you're a tech enthusiast or a seasoned underwriter, this session promises practical insights you can implement immediately to stay competitive in an ever-evolving digital landscape. |
| <b>Diversity, Equity, Inclusion (DEI) and Belonging</b> | <b>Leading with Purpose: Empowering Chapters for Impact &amp; Inclusion</b>    | The heart of NAAIA beats strongest in its chapters—and their success starts with intentional leadership. This dynamic session brings together chapter leaders and national stakeholders to share proven strategies for sustainable growth, deeper member engagement, and inclusive community building. Through panel discussion and interactive Q&A, participants will explore approaches that go beyond recruitment—from elevating emerging leaders to leveraging social media and delivering programs that drive retention and development. Whether you're a seasoned leader or just beginning your chapter journey, you'll leave this session inspired and equipped to turn your chapter into a thriving hub of connection, leadership, and lasting impact.                                                         |

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| <b>Industry Trends,<br/>Risk, and Technical<br/>Expertise</b> | <b>Compliance Under<br/>Pressure:<br/>Adapting to<br/>Regulatory<br/>Volatility in<br/>Commercial<br/>Insurance</b>  | As federal policies evolve under a new administration, so too must the strategies of insurance professionals navigating the commercial space. This timely session will unpack significant regulatory developments — from trade and climate policy to DEI directives and immigration reforms — and examine how they impact risk modeling, underwriting, pricing, and claims operations. Experts will break down how changes in executive orders and digital finance policy (including crypto and AI) are affecting insurers and insureds alike. Attendees will leave with a sharper understanding of compliance challenges and risk mitigation strategies, including how to prepare for regulatory shifts that affect diverse talent pipelines, sustainability initiatives, and cross-border commerce. This is your opportunity to anticipate disruption and lead with confidence in a politically volatile environment. |
| <b>Career,<br/>Community &amp;<br/>Fin. Empowerment</b>       | <b>Resilience in Real<br/>Time:<br/>Rising, Thriving,<br/>and Leading<br/>in Insurance</b>                           | In an industry shaped by legacy, disruption, and inequity, perseverance becomes more than a mindset — it's a movement. This powerful session will spotlight the journeys of professionals who have defied the odds to succeed and lead in insurance. Through storytelling, shared challenges, and strategic insights, attendees will gain practical tools to navigate adversity, overcome bias, and stay purpose-driven in their careers. From early-career obstacles to executive-level barriers, this session explores the emotional intelligence, networking, and internal fortitude required to thrive. Whether you're seeking inspiration, validation, or a path forward, this is your space to reconnect with your resilience — and reclaim your power.                                                                                                                                                           |
| <b>Industry Trends,<br/>Risk, and Technical<br/>Expertise</b> | <b>Benefits That<br/>Belong:<br/>Designing<br/>Programs for a<br/>Diverse, Multi-<br/>Generational<br/>Workforce</b> | Today's workforce demands more than basic benefits — they want inclusive, equitable, and meaningful support. This powerful panel brings together HR leaders and DEI experts to explore how companies are reimagining employee benefits to better serve a diverse, multigenerational workforce. From mental health and financial wellness to caregiving and flexible leave, discover the emerging trends shaping retention and equity. Walk away with real insights and practical strategies to build benefit programs that truly help all employees thrive. Let's move from perks to purpose — and build benefit strategies that help all employees thrive.                                                                                                                                                                                                                                                             |

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| <b>Agent &amp; Entrepreneurship</b>                     | <b>Turning the Tide: Understanding Flood Trends &amp; Selling Flood Insurance with Confidence</b> | Flooding is the most common and costly natural disaster in the U.S., yet many clients remain underinsured. This session is designed to help insurance professionals decode current flood risk trends and seize new market opportunities. We'll explore how climate change, regulatory shifts, and technology are reshaping flood exposure—while equipping you with the knowledge and strategies to confidently start offering flood insurance. Whether you're new to the product line or looking to sharpen your edge, this session will empower you to protect clients and grow your business.                                                                                                                                                                              |
| <b>Leadership &amp; Professional Development</b>        | <b>Command the Room: Branding Yourself Into Leadership</b>                                        | What do others say about you when you're not in the room — and how does that shape your next opportunity? This session explores how personal branding and executive presence intersect to define your leadership journey. Through guided exercises and real-world examples, learn how to cultivate a brand rooted in authenticity while projecting the executive presence that commands boardrooms and earns respect. We'll also address the silent burdens many POC professionals carry — from imposter syndrome to tokenism — and provide strategies to stay centered, confident, and well-supported. You'll leave with clarity on how to amplify your voice, build influence across all levels, and create a career path that reflects your purpose and power.            |
| <b>Innovation, Technology &amp; the Future of Work</b>  | <b>From Risk to Reward: Collaborative Solutions for Tech Challenges</b>                           | In an era defined by rapid technological advancement, the insurance industry must evolve just as quickly to keep pace with the risks emerging from innovations like AI, the Metaverse, and increasingly complex cyber threats. This dynamic workshop will explore how strategic partnerships across the insurance ecosystem are not only beneficial—but essential—for crafting cutting-edge risk management solutions. Attendees will gain actionable tools to foster collaboration, exchange expertise, and build resilient frameworks that anticipate and address the uncertainties of tomorrow. Walk away equipped with real-world strategies to co-create novel insurance products, share critical insights, and turn disruptive tech risk into sustainable opportunity. |
| <b>Diversity, Equity, Inclusion (DEI) and Belonging</b> | <b>Collective Climb: Elevate Your Career Through Community Power</b>                              | Your personal brand is more than a buzzword—it's your calling card, your compass, and your connection to the communities that can transform your career. In this dynamic session, you'll learn how to build and align your brand with the networks that matter most, opening doors to mentorship, leadership, and advancement. We'll explore how intentional networking and active involvement in Employee Resource Groups (ERGs) can accelerate your growth and create lasting impact. You'll leave with practical tools to strengthen your professional presence, grow your circle with purpose, and give back meaningfully—positioning yourself as both a leader and a builder within your organization and industry.                                                     |

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| <b>Industry Trends,<br/>Risk, and Technical<br/>Expertise</b> | <b>More Than<br/>Mitigation:<br/>Unlocking the<br/>Power of Risk<br/>Control</b>           | <p>In today's evolving insurance landscape, risk and loss control aren't just technical functions — they're essential business drivers. This session will explore how proactive risk management strategies create safer environments, protect assets, reduce claims, and ultimately drive profitability. Whether you're a broker, underwriter, claims professional, or exploring a new path, understanding the value of risk control is a career differentiator. We'll dive into real-world applications across commercial lines, discuss how collaboration with risk control professionals enhances client outcomes, and examine how emerging technologies — including AI-driven inspections, remote sensors, drones, and predictive analytics — are reshaping the field. Attendees will also gain insights into how risk/loss control can serve as a rewarding career path, offering growth opportunities and cross-functional value. You'll leave with actionable strategies to integrate risk management into your work, whether you're new to the industry or an experienced leader ready to deepen your technical expertise. Join us for a timely and forward-looking discussion that reframes risk control as not just a safeguard — but a strategic advantage.</p> |
| <b>Career,<br/>Community &amp;<br/>Fin. Empowerment</b>       | <b>From Passenger to<br/>Pilot:<br/>Taking Control of<br/>Your<br/>Career Narrative</b>    | <p>Your career isn't a ladder — it's a journey, and you belong in the driver's seat. In this empowering session, attendees will learn how to break through the waiting game of recognition and take intentional steps toward their next professional milestone. With a focus on strategic self-advocacy, personal branding, and leveraging organizational tools, this session demystifies advancement, especially navigating barriers of access, bias, and underrepresentation. Attendees will explore how to translate ambition into action, identify sponsors and allies, and create career roadmaps rooted in confidence and clarity. Whether you're aiming for your first promotion or positioning yourself for executive leadership, you'll leave with practical, personalized tools to turn goals into growth — and vision into velocity.</p>                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Industry Trends,<br/>Risk, and Technical<br/>Expertise</b> | <b>Reinsurance<br/>Reimagined:<br/>Global Perspectives<br/>&amp; the AI<br/>Revolution</b> | <p>Discover how reinsurance is being transformed from the inside out — and why now is the time to level up your understanding of this critical industry pillar. Whether you're new to the concept or looking to expand your technical edge, this dynamic session will take you on a journey from fundamentals to future-forward innovation. The second half of the session dives into cutting-edge trends, including how AI is revolutionizing pricing models, underwriting, fraud detection, and claims. Learn how technology is being used to solve some of the industry's biggest challenges, close global protection gaps, and improve decision-making at scale. Join us for insight on how to better understand international market trends and make strategic moves in a digital-first insurance ecosystem.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

## Sample Request Email to Manager

Subject: Request to Attend NAAIA 2025 National Conference

[Manager's Name],

I'm writing to request approval to attend the 2025 NAAIA National Conference, taking place Sept. 23–26 in Philadelphia. This event convenes 1,500+ insurance professionals, including senior leaders, innovators, and global executives, and offers focused workshops on leadership, compliance, technology, DEI, and talent development.

Attending would provide direct value to our team, including:

- Tactical takeaways from 28+ workshops led by practitioners
- Peer connections with decision-makers and industry influencers
- Updated insights on risk, claims, AI, regulation, and more

I would be glad to develop a post-event summary and host a knowledge-sharing session for the team. If I register by July 31, I can secure the early registration discount of \$800, and book my flight to Philadelphia several weeks out to reduce travel cost. Thank you for considering this opportunity for professional growth and organizational impact.

Best,  
[Your Name]

