



# **Actuarial Inclusion, Equity and Diversity**

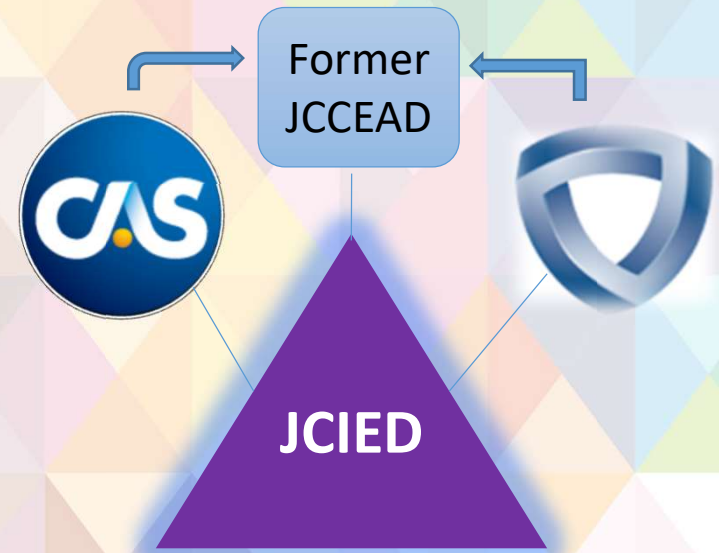
CAS Regional Affiliates - December 2020

# JOINT COMMITTEE FOR INCLUSION, EQUITY & DIVERSITY

## CAS Core Values

Collaboration  
Community  
Continual Improvement  
**Diversity**  
Innovation  
Professionalism  
Practicality

2017



The **CAS** will actively ensure that we have **diverse, engaged communities of professionals** who gain value through the CAS's resources, networking, skills training, career development, thought leadership and advocacy.



# WHY PRIORITIZE DIVERSITY?

Reduce bias from our “dataset”

Profession better reflects those we serve

Grow with the market

Expand our reach to attract top talent

Maintain relevance in a crowded field

Math and STEM are outperforming Actuaries

# ADDRESSING BARRIERS JCIED WORKING GROUPS

## ➤ Career Encouragement:

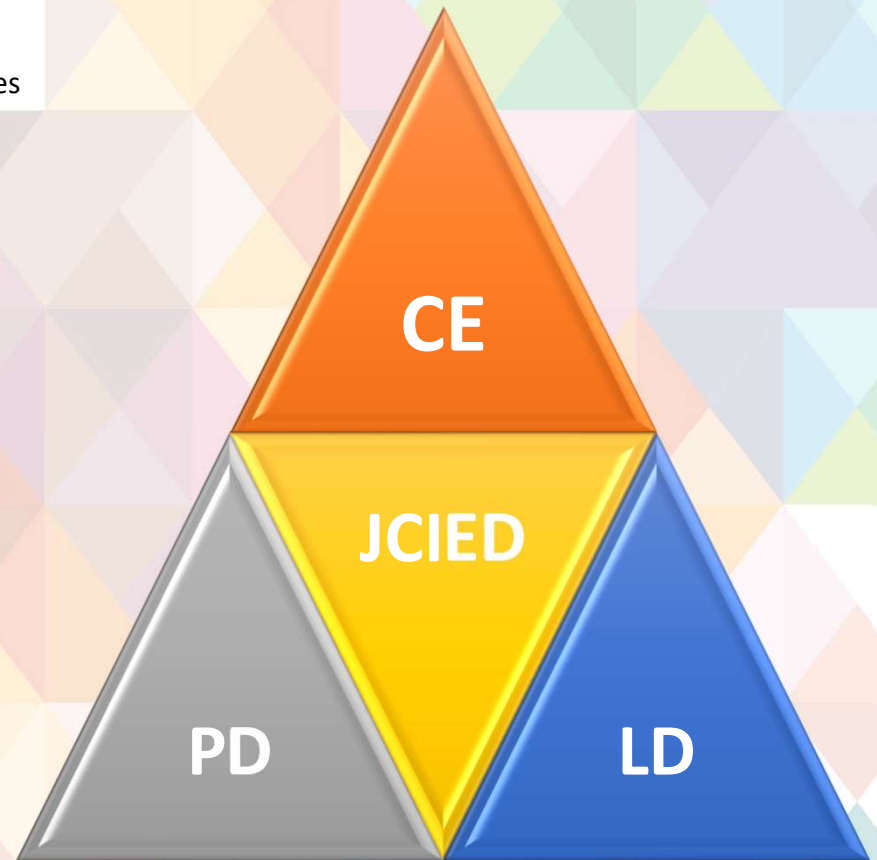
- Addressing barriers to entry for underrepresented candidates
  - Awareness of the Profession
  - Financial Barriers
  - Building Networks
- BeAnActuary.org

## ➤ Professional Development

- Educating members at conferences and webinars
  - Combatting Bias in Hiring
  - Inclusive Teams
  - Acting in Allyship
- Networking receptions

## ➤ Leadership Development

- Addressing barriers to career advancement
- Building a diverse leadership pipeline
- Creating opportunities for skills development



Read more about 2017 Barriers to Entry Study:

<https://ar.casact.org/new-report-holds-keys-to-diversity-and-inclusion-five-barriers-revealed/>

# RECENT HIGHLIGHTS

Expanded Exam Reimbursement Program

First Virtual Be An Actuary Day

Diversity in Leadership Action Plan

Actuarial Profession Demographics

# **CAS LEADERS REAFFIRM IE&D COMMITMENT**

## **Strategic Approach to Racial Equity**

- **Transparency and Accountability**
- **Significant time and money invested in eliminating barriers to entry**
- **Amplification of underrepresented voices**

# GET INVOLVED TODAY

- **CAS Diversity Impact Group (DIG)**

- Stay Informed
- Make your voice heard / Share best practices
- Microvolunteering opportunities, no meetings
- Pipeline to JCIED

JOIN via CAS Online Community!

- **Get involved with our partners**



- **THANKS! DE&I As Professionalism**

- 60+ comments submitted to the AAA
- [Read the letter from CAS President Steve Armstrong](#)