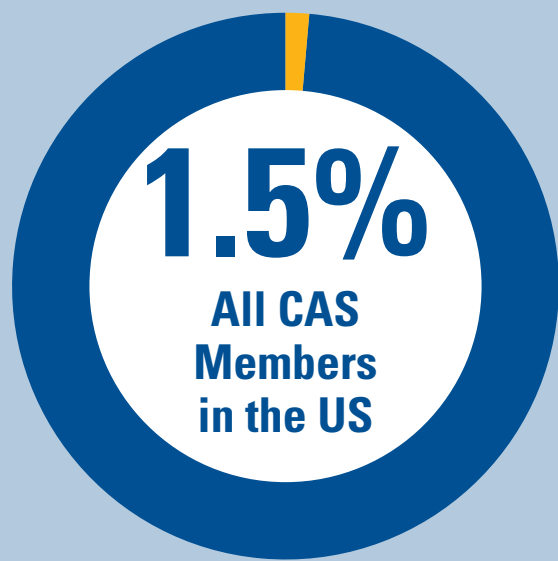# CAS SPOTLIGHT ON DIVERSITY 2020
BLACK MEMBERS IN THE CAS
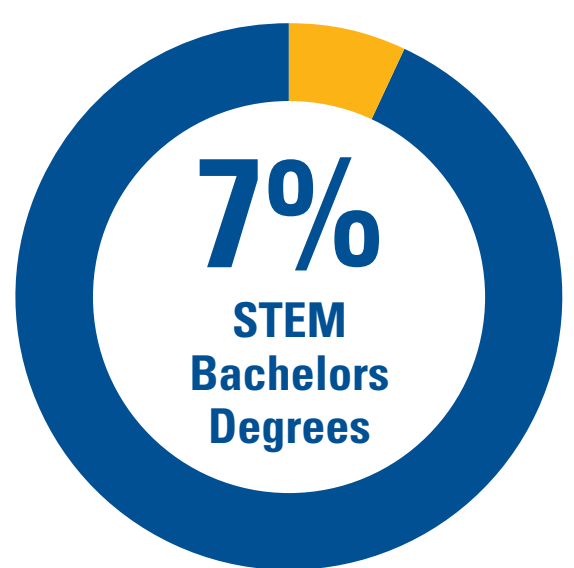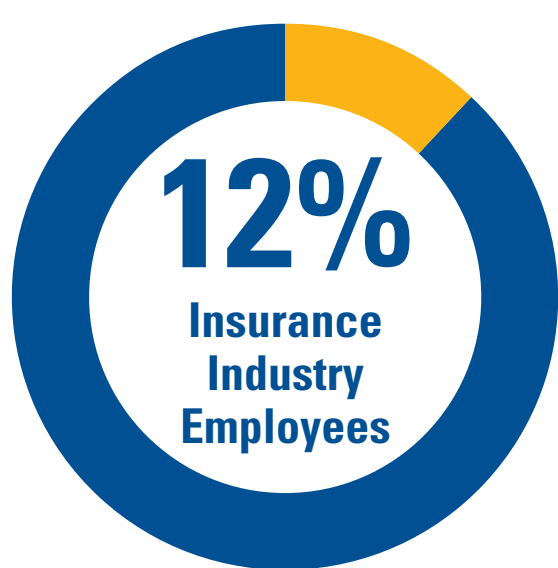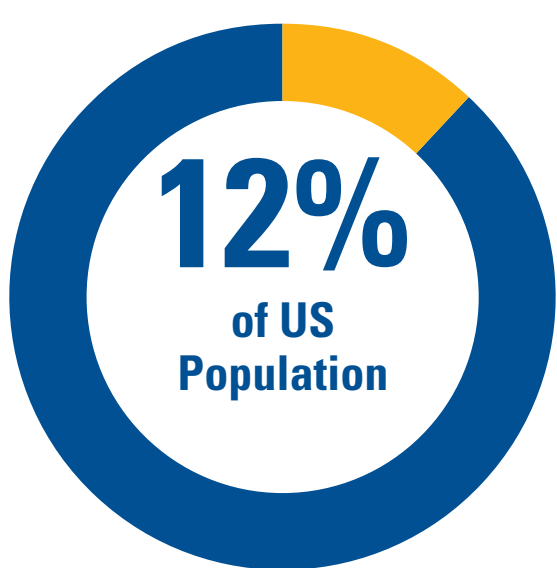
Membership data as of June 2020

The CAS is sharing demographic data of members and candidates, along with our goals for demographics in the future, to be transparent about our diversity and hold ourselves accountable.

Black CAS Members Today

1.5% All CAS Members Worldwide

1.5% All CAS Members in the US

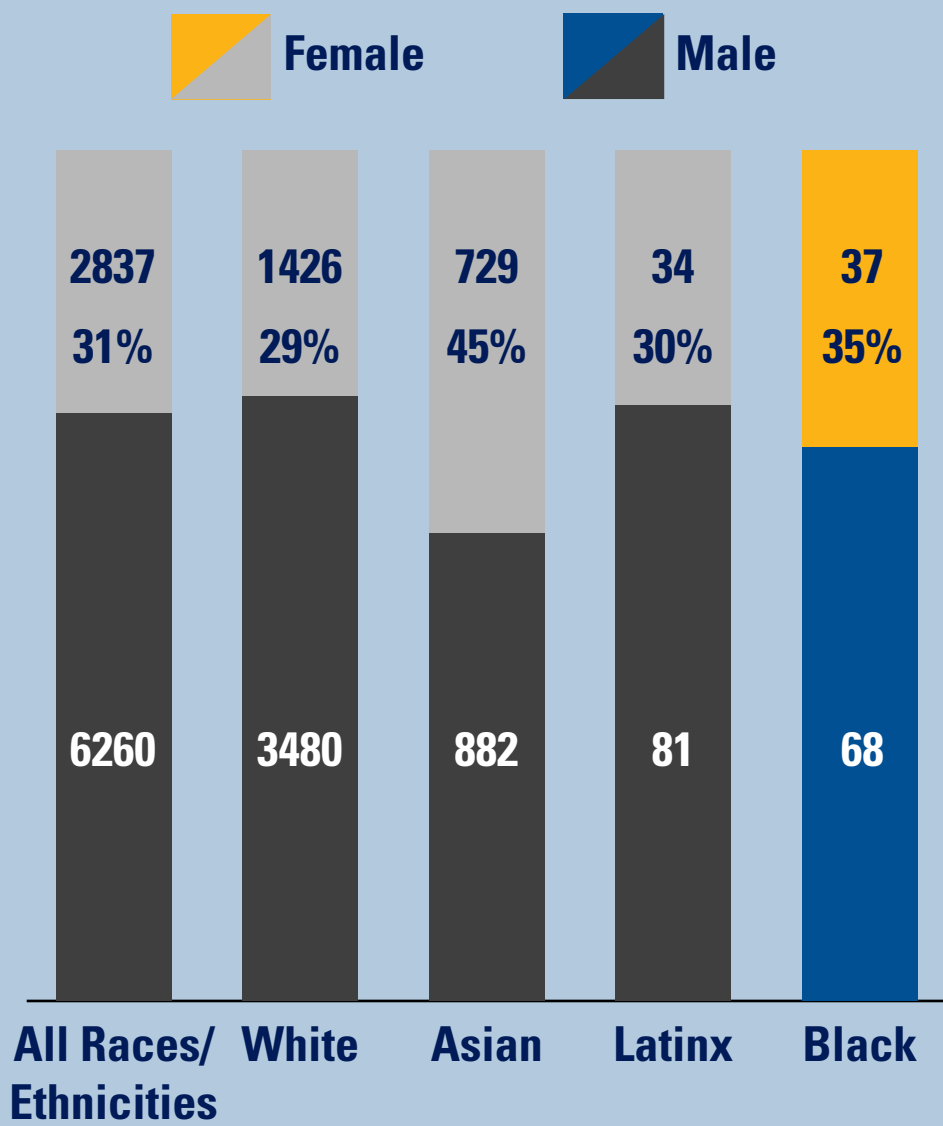**1.6%** New Members in the US since 2010

Out of the 76% of all CAS members worldwide that self-report their race/ethnicity and 91% of new members in the US since 2010. In 2019, only 38% of CAS exam candidates in the United States reported race/ethnicity - efforts are underway to increase reporting rates.

Comparison to External Benchmarks

12% of US Population

12% Insurance Industry Employees
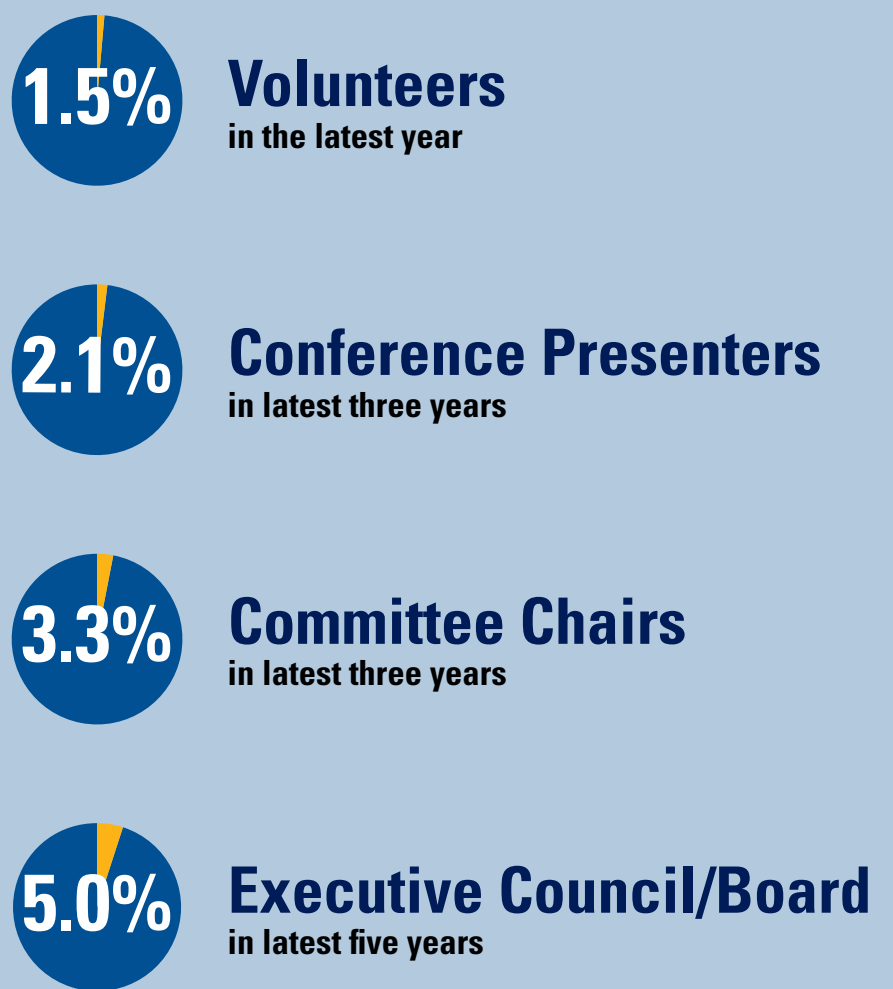
7% STEM Bachelors Degrees

US population, Ages 25 and up, for 2018 based on US Census Bureau Current Population Survey data.
Insurance Industry Employees in 2019 based on Bureau of Labor Statistics Current Population Survery
Science, Technology, Engineering and Math (STEM) Bachelors Degree Conferred in
2017–2018 based on National Center for Education Statistics Digest of Education Statistics

Gender Breakdown of Black Members Compared to All Members

Female | **Male**

	All Races/Ethnicities	White	Asian	Latinx	Black
Female (top)	2837 / 31%	1426 / 29%	729 / 45%	34 / 30%	37 / 35%
Male (bottom)	6260	3480	882	81	68

Percent of Black CAS Members in Leadership Roles

1.5% Volunteers *in the latest year*

2.1% Conference Presenters *in latest three years*

3.3% Committee Chairs *in latest three years*

5.0% Executive Council/Board *in latest five years*

CAS GOALS FOR REPRESENTATION OF BLACK MEMBERS

2026-2030: 5% OF NEW MEMBERS
2031-2035: 10% OF NEW MEMBERS

YOU CAN HELP US GET THERE

IABA
INTERNATIONAL ASSOCIATION OF BLACK ACTUARIES

CAS

SUPPORT THE INTERNATIONAL ASSOCIATION OF BLACK ACTUARIES
AT BLACKACTUARIES.ORG

JOIN THE DIVERSITY IMPACT GROUP TO VOLUNTEER AND SHARE YOUR IDEAS
AT COMMUNITY.CASACT.ORG

If you want to make sure that your demographic information is included in these metrics, please log on to the CAS website and update your membership profile.