**CAS SPOTLIGHT ON DIVERSITY 2020**

**WOMEN IN THE CAS**

Membership data as of June 2020 and candidate data for 2019 exams

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.

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**Female CAS Members and Candidates Today**

- 31% All CAS Members
- 35% New Members since 2010
- 37% Candidates

Out of 50% of members and 54% of candidates reporting gender information. The CAS recognizes other gender identities besides male and female and is actively tracking this data.

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**Comparison to External Benchmarks**

- 60% Insurance Industry Employees
- 46% Mathematics Employees
- 41% Actuarial Bachelor’s Degree

Mathematics Employees from 2014–2016 based on Pew Research Center analysis of American Community Survey
Actuarial Science Bachelor’s Degree Confirmed in 2017–2018 based on National Center for Education Statistics Digest of Education Statistics

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**Gender Breakdown of CAS Members by Race/Ethnicity**

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Races/Ethnicities</td>
<td>2,837</td>
<td>6,260</td>
</tr>
<tr>
<td>White</td>
<td>1,426</td>
<td>3,480</td>
</tr>
<tr>
<td>Asian</td>
<td>729</td>
<td>882</td>
</tr>
<tr>
<td>Latinx</td>
<td>34</td>
<td>81</td>
</tr>
<tr>
<td>Black</td>
<td>37</td>
<td>68</td>
</tr>
</tbody>
</table>

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**Percent of Female CAS Members in Leadership Roles**

- Volunteers in the latest year: 33%
- Conference Presenters in latest three years: 28%
- Committee Chairs in latest three years: 33%
- Executive Council/Board in latest five years: 37%

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**CAS GOALS FOR FEMALE REPRESENTATION**

2026–2030: 45% OF NEW MEMBERS  
2031–2035: 50% OF NEW MEMBERS

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**YOU CAN HELP US GET THERE**

JOIN THE DIVERSITY IMPACT GROUP AND SHARE YOUR IDEAS TO INCREASE FEMALE REPRESENTATION

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.