



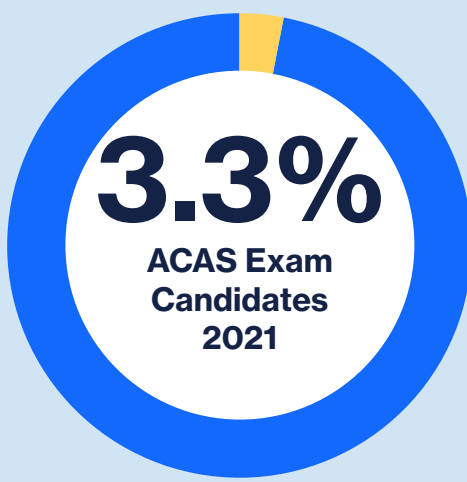
# CAS SPOTLIGHT ON DIVERSITY 2021

## BLACK COMMUNITY IN THE CAS

United States Membership and Candidate Data as of December 2021

The CAS is sharing demographic data of members and candidates to be transparent about our diversity efforts and hold ourselves accountable.

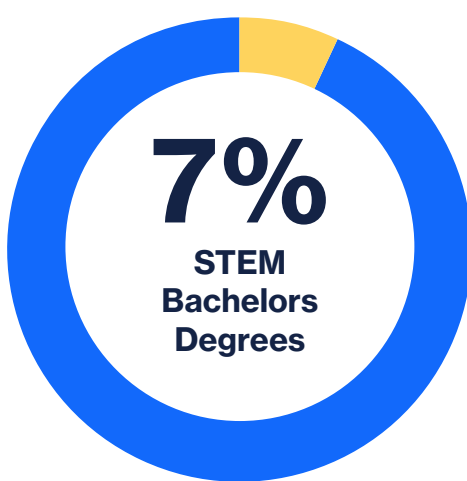
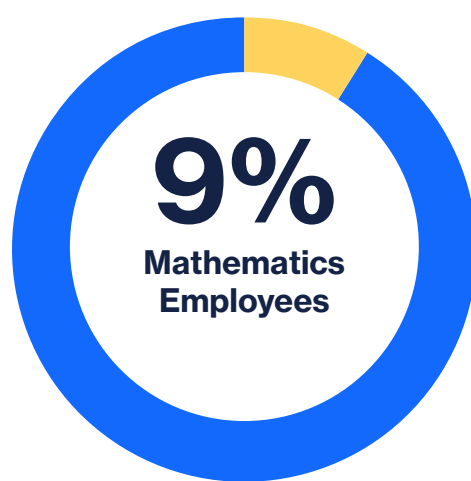
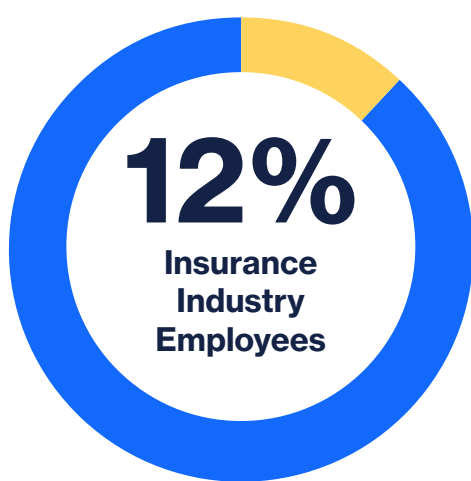
### CAS Community Today



77% of US members, 90% of US members in the last 10 years, 78% of US candidates in 2021, and 80% of US MAS-I Candidates in 2021 voluntarily reported their race/ethnicity.

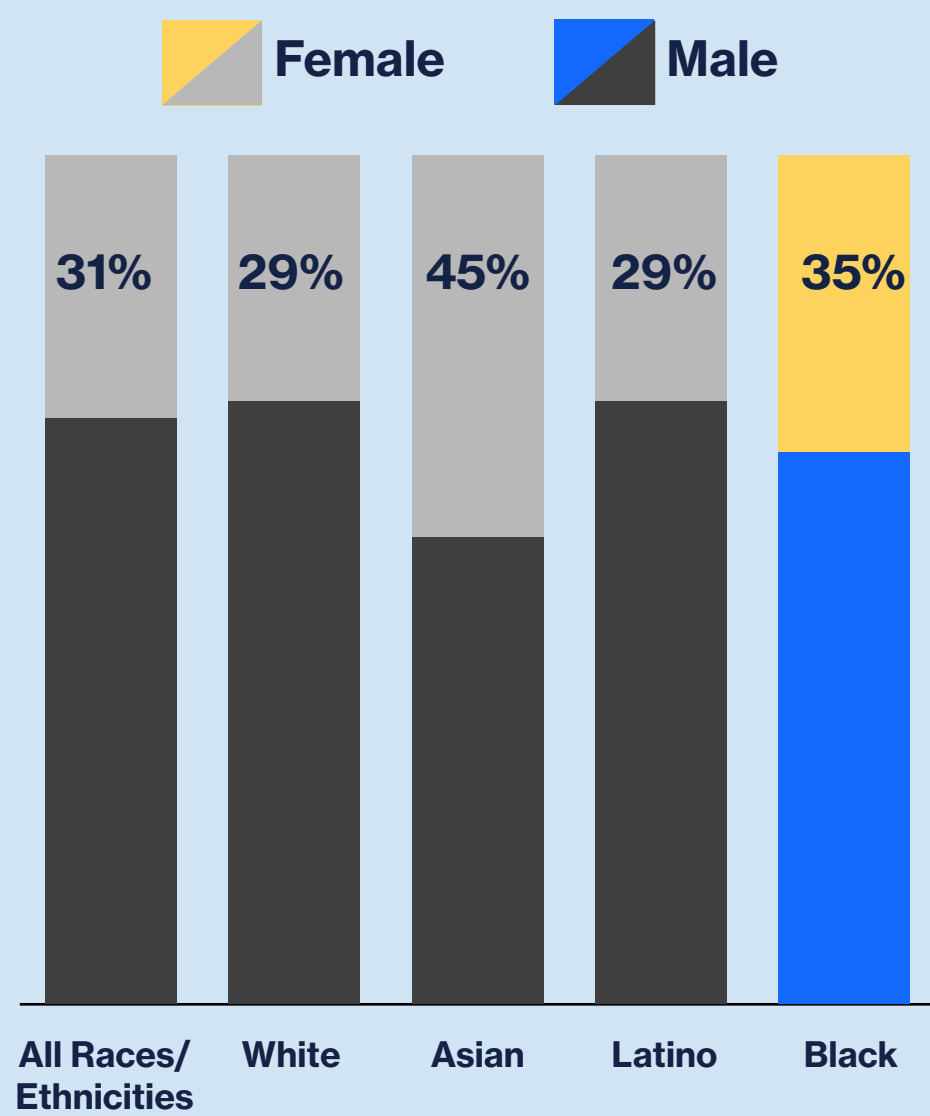
### Comparison to External Benchmarks

Black people make up 12% of the US population Ages 25 & Up

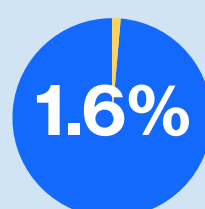


US population, Ages 25 and up, for 2019 based on US Census Bureau Current Population Survey data.  
Insurance Industry Employees in 2020 based on Bureau of Labor Statistics Current Population Survey.  
Mathematics Employees from 2017-2019 based on Pew Research Center analysis of American Community Survey.  
Science, Technology, Engineering and Math (STEM) and Business Bachelors Degree Conferred in 2018-2019 based on National Center for Education Statistics Digest of Education Statistics.

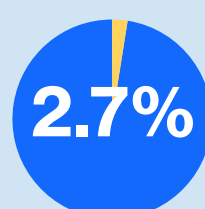
### Gender Breakdown of Worldwide Black Members Compared to All Members



### Percent of Worldwide Black CAS Members in Leadership Roles



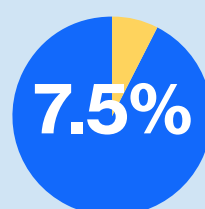
**Volunteers**  
in the latest year  
compared to 1.5% last year



**Conference Presenters**  
in latest three years  
compared to 2.1% last year



**Committee Chairs**  
in latest three years  
compared to 3.3% last year



**Executive Council/Board**  
in latest five years  
compared to 5.0% last year

## GET INVOLVED



**IABA**  
INTERNATIONAL ASSOCIATION OF BLACK ACTUARIES

SUPPORT THE INTERNATIONAL  
ASSOCIATION OF BLACK ACTUARIES  
AT [BLACKACTUARIES.ORG](https://blackactuaries.org)



JOIN THE DIVERSITY IMPACT GROUP TO  
VOLUNTEER AND SHARE YOUR IDEAS  
AT [COMMUNITY.CASACT.ORG](https://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.