



## CAS Diversity, Equity and Inclusion (DE&I) Frequently Asked Questions (FAQs)

Since the adoption of the 2022 [CAS Strategic Approach to DE&I](#), the CAS has received questions from members about the strategy. This FAQ is intended to provide clarifying information in response to those questions.

**1. Q. Will the CAS grade exams based on a candidate’s identity in the future to meet its diversity goals?**

- A. No, our merit-based credentialing process, in which exam grading excludes a candidate’s personal information, is an essential objective component of our structure, and one we will always uphold.

**2. Q. Why is equity part of the CAS’s DE&I strategy and what does it imply?**

- A. Equity is part of the strategy to acknowledge that different people face different challenges and may need different tools to succeed. Use of the word equity does not imply that all actions that could be tied to the word equity will be pursued. For example, the CAS has no intention to establish identity-based quotas.

Equity is a consideration as we address awareness and other barriers to entry identified in a [2018 study](#). For example:

- One of the barriers to entry is lower awareness among some populations. We can increase awareness by expanding outreach to high school and college students that currently have lower knowledge of the actuarial profession (e.g., colleges without actuarial science programs).
- Another barrier to entry is the financial cost associated with taking exams. We can address this through our [newly-announced needs-based exam reimbursement program](#), which provides assistance to any individual that demonstrates financial need.

**3. Q. How does the CAS interpret DE&I?**

- A. The interpretations of diversity and inclusion are addressed in two statements adopted by the Board in 2018 and available on the [CAS DE&I website](#):

The “CAS Diversity Statement” which states:

In principle and in practice, the CAS values and seeks diverse participation within the property/casualty actuarial profession. In support of those values, the CAS encourages an inclusive community where differences are celebrated and all have the opportunity to participate to their fullest potential in the CAS’s success.

And the “CAS Non-Discrimination Statement,” which states:

The CAS promotes involvement in the property/casualty actuarial profession regardless of race, ethnicity, gender, religion, age, sexual orientation, national origin, physical or mental ability, appearance, military service or geographic location.

The CAS interpretation of equity is described in question 2.

**4. Q. The CAS requested input on an exposure draft of the revised DE&I strategy. Why haven't you published a summary of that request for input that illustrates the number of members who were for or against the strategy?**

- A. The request for input was not intended as a referendum from the membership as a whole on whether or not a strategy should exist, and members were not asked whether they were "for or against" the strategy. That was not the intent of the exposure draft.

The purpose of the request for input was to shape the strategy. The CAS read every comment and [made revisions](#) based on the feedback received.

**5. Q. How will members be engaged in the process of future reviews and updates to the CAS DE&I Strategy?**

- A. The CAS Board of Directors is committed to annually reviewing the strategy to ensure that CAS DEI efforts evolve over time in response to community input, strategic successes and challenges, and changing environments. Members will be invited to participate in the process when significant changes are being considered. Members are also welcome to submit comments on the strategy at any time by sending an email to [diversity@casact.org](mailto:diversity@casact.org).

**6. Q. You point to data indicating some groups are underrepresented among actuaries when compared to other metrics, such as other STEM fields. Is the fact that the distribution of actuaries differs from other distributions a problem that can be addressed by the CAS?**

- A. The lack of diversity in the CAS membership as compared to other STEM fields is something that the CAS can address. The 2018 Barriers to Entry study, which sought to better understand the causes for the differences in distribution, revealed gaps in awareness and access to support resources that contribute to this issue. The CAS is focused on how we can address those gaps.

**7. Q. The CAS collects data on members and candidates on items such as race or ethnicity, disability, and veteran/armed forces status. Why does the CAS gather such data? Will the CAS treat some individuals differently than others due to this data?**

- A. The CAS collects this data only to better understand the diversity of our membership and monitor the effectiveness of our DEI activities. This individualized information is kept confidential and is not displayed publicly.

As actuaries, we recognize data is important, however, all such data calls are optional – members can always choose "I Prefer Not to Answer." The CAS does not treat individuals differently based on their answers to such questions, or their lack of an answer.

**8. Q. How does the CAS DE&I Strategy align with the CAS Constitution?**

- A. The CAS DE&I strategy directly supports the Statement of Purpose described in Article II of the CAS Constitution and does not express any opinions with respect to questions of public interest.
- DE&I education helps us promote and maintain high standards of conduct and competence for members.
  - Research and education on Race and Insurance Pricing supports our goal to advance the body of knowledge of actuarial science.

- Efforts to break down barriers to entry, promote diverse representation in the profession, and maintain accountability directly align with our purpose to increase the awareness of actuarial science.
- All of these efforts support the continued growth of our profession and enhance the value of CAS membership.

**9. Q. How is the CAS's current DE&I Strategy different from strategies pursued in the past?**

- A. The CAS has been committed to fostering diversity and inclusion within our community for many years. The 1976 Proceedings of the Casualty Actuarial Society states: *Highlights of actions taken by the Board of Directors include the following: 1. Approved a new Committee on Career Enhancement to assist "in recruiting qualified persons for the actuarial profession in the following categories: Minority Group Members, Women, and Physically Handicapped and Otherwise Disadvantaged Persons." In addition to recruiting, the Committee will engage in "result-oriented procedures for prompt recognition and full utilization of the abilities and talents for such qualified persons."*

While language and activities have evolved over the decades, the CAS is pursuing the same strategies through our current DE&I Strategy as in the past.

**10. Q. What activities has or will CAS undertake to achieve diversity, equity and inclusion?**

- A. The [CAS Strategic Approach to DE&I adopted in 2022](#), outlines eight tactics which support our DE&I efforts. Some specific activities include:
- Sharing member and candidate experiences and suggestions to enhance inclusion, equity and diversity through [blog posts](#), [articles](#), meetings and networking events.
  - Building awareness of the CAS and actuarial profession among high school and college students through [Be An Actuary Day events](#), college and university presentations, and promotion through external organizations dedicated to diversity among STEM students such as the [American Indian Science and Engineering Society \(AISES\)](#), [Inroads](#), and [Association for Women in Mathematics \(AWM\)](#).
  - Increased financial accessibility of preliminary exams through jointly sponsored programs with the Society of Actuaries (SOA):
    - [Diversity Exam Reimbursement Program](#) offered since 2012 and recently expanded in 2021 from reimbursement of two exams to four exams.
    - [Needs-Based Exam Reimbursement Program](#), approved by the CAS Board of Directors in 2020 and launched in 2022
  - Promoting diversity in leadership through networking events and sharing calls for speakers and leadership nominations with members from underrepresented groups through our actuarial diversity partner organizations.
  - Offering optional continuing education for general business skills related to diversity, equity, and inclusion through webinars and conferences. Check out the free [Diversity, Equity and Inclusion Bundle on UCAS](#).
  - Offering optional continuing education and developing research on issues of unintended bias in insurance, through our [CAS Approach to Race and Insurance Pricing](#). Check out the free [Race and Insurance Bundle on UCAS](#) and the [Research Paper Series on Race and Insurance Pricing](#).
  - Sharing information on DEI initiatives with [actuarial organizations around the world](#).

**11. Q. How can I get involved in the CAS's DE&I activities?**

- A. Members can indicate their interest in CAS DE&I opportunities in the [VIP survey](#) throughout the year. Members and candidates can join the CAS Diversity Impact Group at any time to stay up to date on news and volunteering opportunities from the CAS and all of our partners.
- Visit the CAS Online Community at [community.casact.org](https://community.casact.org).
  - Sign in with your casact.org password.
  - In the COMMUNITIES menu, select ALL COMMUNITIES.
  - Scroll down to Diversity Impact Group and select JOIN.

**12. Q. Who do I contact if I have additional questions not addressed within this FAQ?**

- A. Questions may be submitted to [diversity@casact.org](mailto:diversity@casact.org).