



Actuarial Inclusion, Equity and Diversity

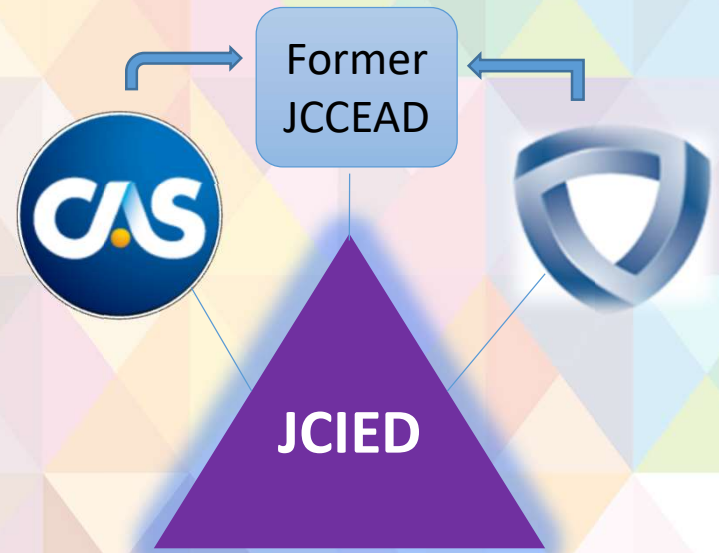
CAS Regional Affiliates - Fall 2020

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:

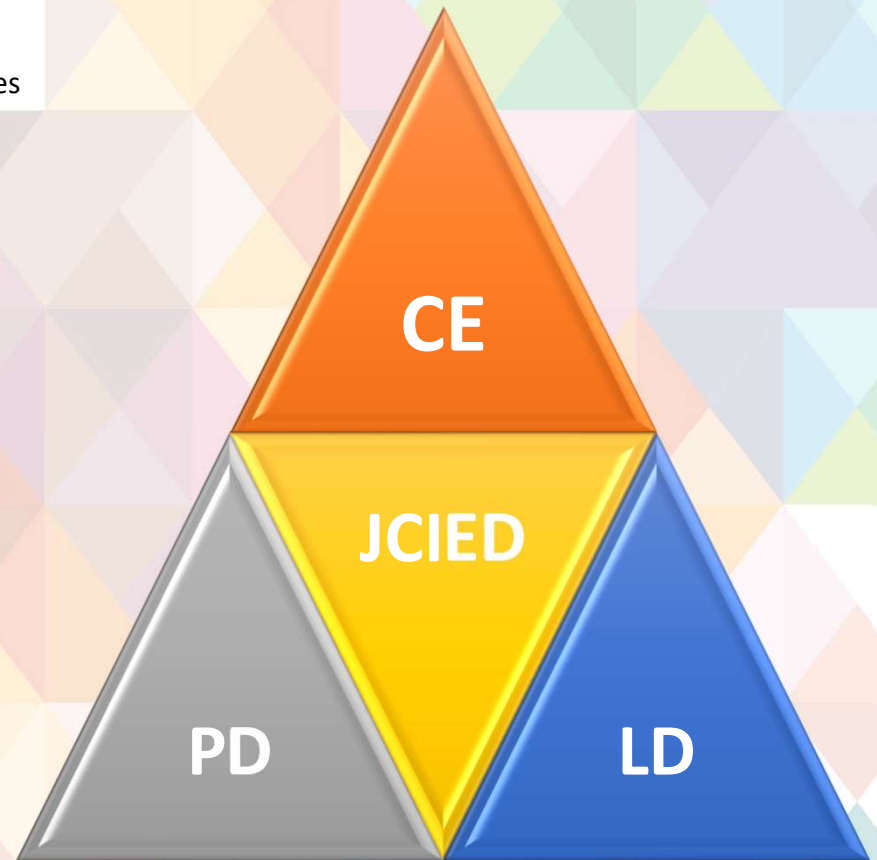
- Addressing barriers to entry for underrepresented candidates
 - Awareness of the Profession
 - Financial Barriers
 - Building Networks
- BeAnActuary.org

➤ 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 JCIED 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](#)