

2023 INTERNATIONAL CONGRESS OF ACTUARIES



BRIDGE TO TOMORROW

28 MAY – 1 JUNE 2023 • SYDNEY

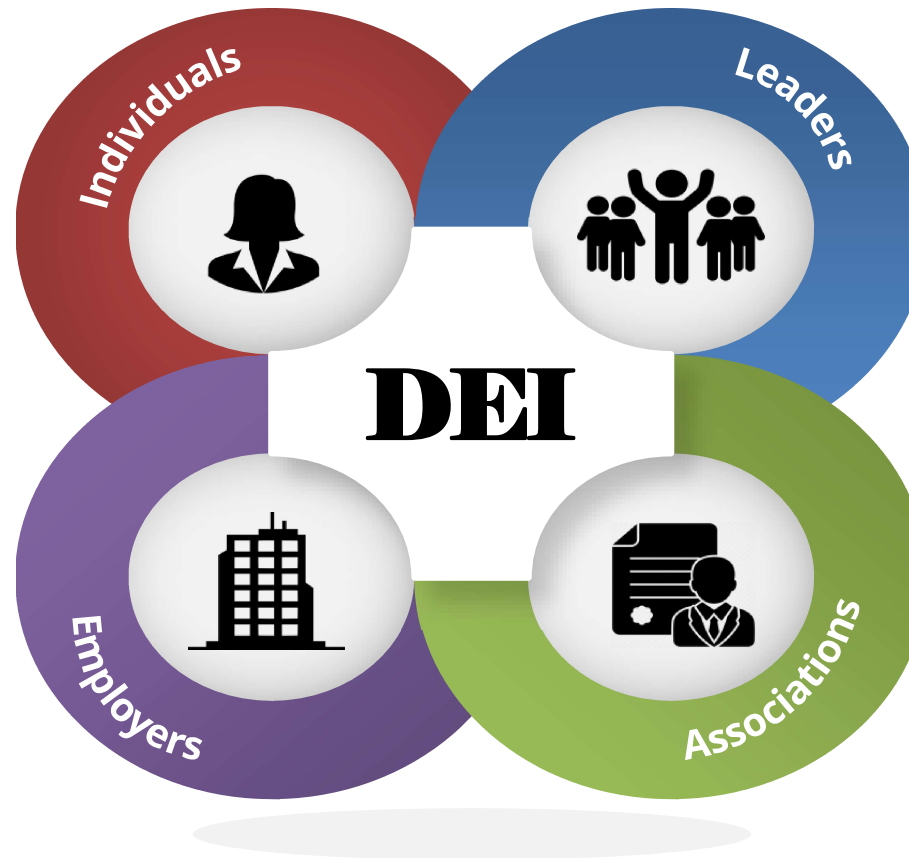




Avenues for changing our profession

Good intentions are not enough; one of the best ways to be an ally is to educate yourself and prepare for action.

Nearly 80% of workers in CNBC/SurveyMonkey Workforce Survey want to work for a company that values DEI.



Leaders can often do the most to make their team feel safe and supported at work.

A global economy with diverse stakeholders and consumers requires a profession to be diverse and inclusive in order to remain relevant.



The Individual

“Everyone thinks of changing the world, but no one thinks of changing themselves.”

~Leo Tolstoy





Leaders



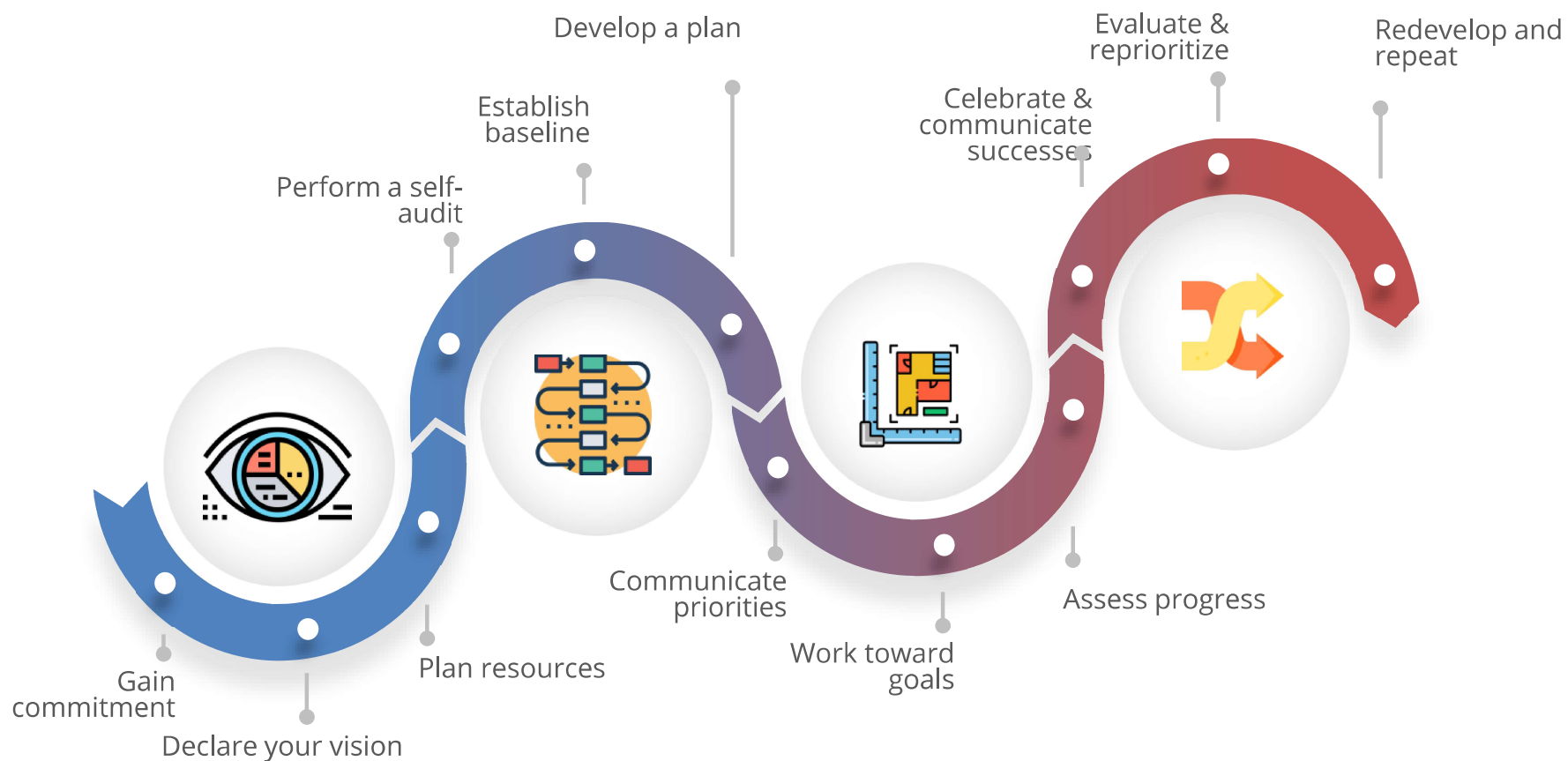
Create room for a multitude of identities.

Collect candid feedback from your team.

Have uncomfortable conversations that need to happen.



Employers





Possible actions

Better conversations

Dialogue must be open and candid; allow yourself to be vulnerable.

Remove barriers

Target internal, everyday convos

Refine public messages

Boosted support

Build, revise and connect to foster success.

Mentoring

Coaching

Sponsoring

Diversified teams

Diversity may not happen naturally; it often requires intention.

Assign with intent

Avoid the usuals

Change recruitment

Refined business plan

Evaluate the who, what, where, and how of your business model.

Products

Pricing

Buyers



Associations



BUILD

Attraction
Certification



SUPPORT

Connections
Continuing education



TRANSFORM

Products
Markets
Public policies
Social programs

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The IAA



Our profession's challenges



- Small profession
- Obscure profession
- Elite profession
- Cultural norms
- Education inequities
- Expensive pathway
- Hiring hurdles

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Actions to Date



Affirming our values

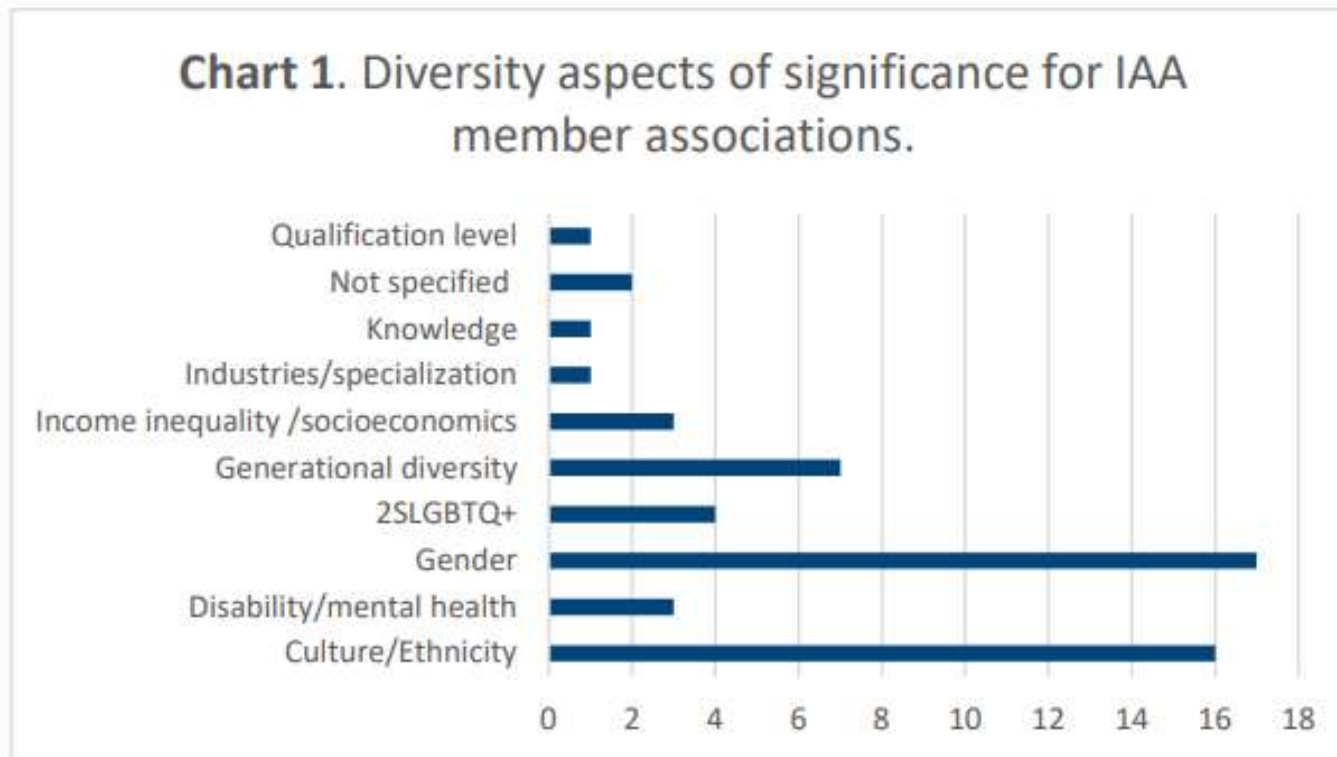
Revision of the IAA Values Statement (May 2021)

The IAA adheres to the values of

- integrity,
- diversity and inclusion.
- accountability,
- transparency, and
- objectivity when engaging ~~dealing~~ with our volunteers.
Member Associations, other stakeholders and the public.

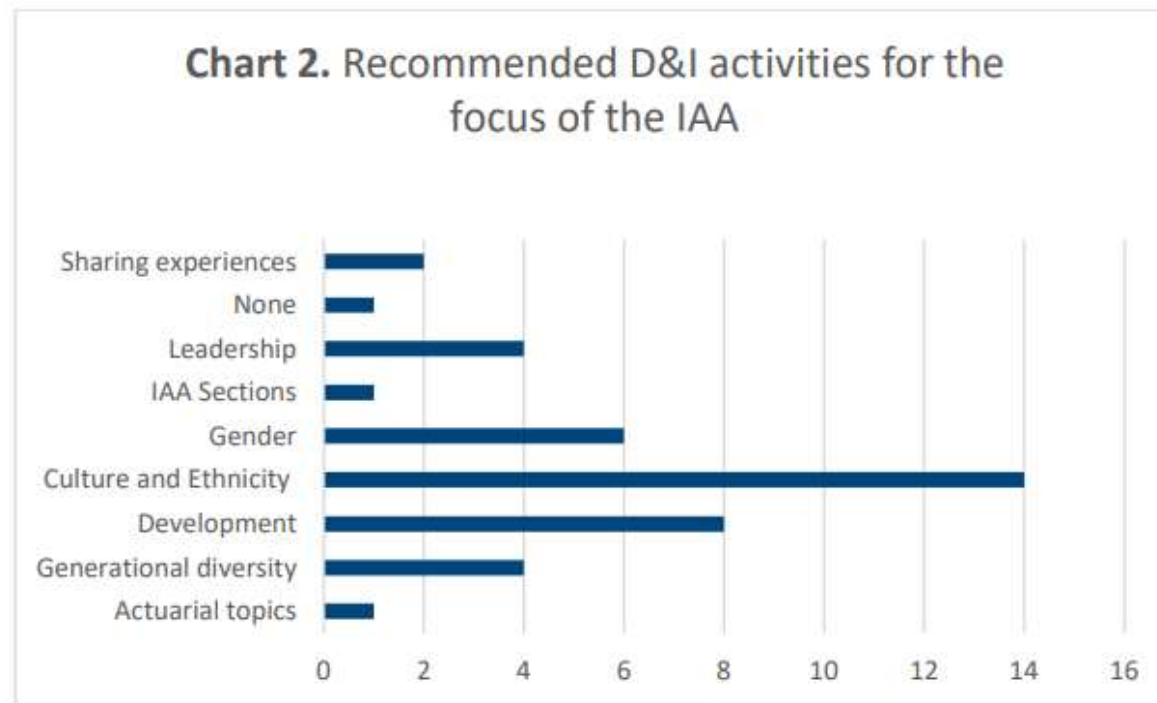


IAA Diversity and Inclusion Survey



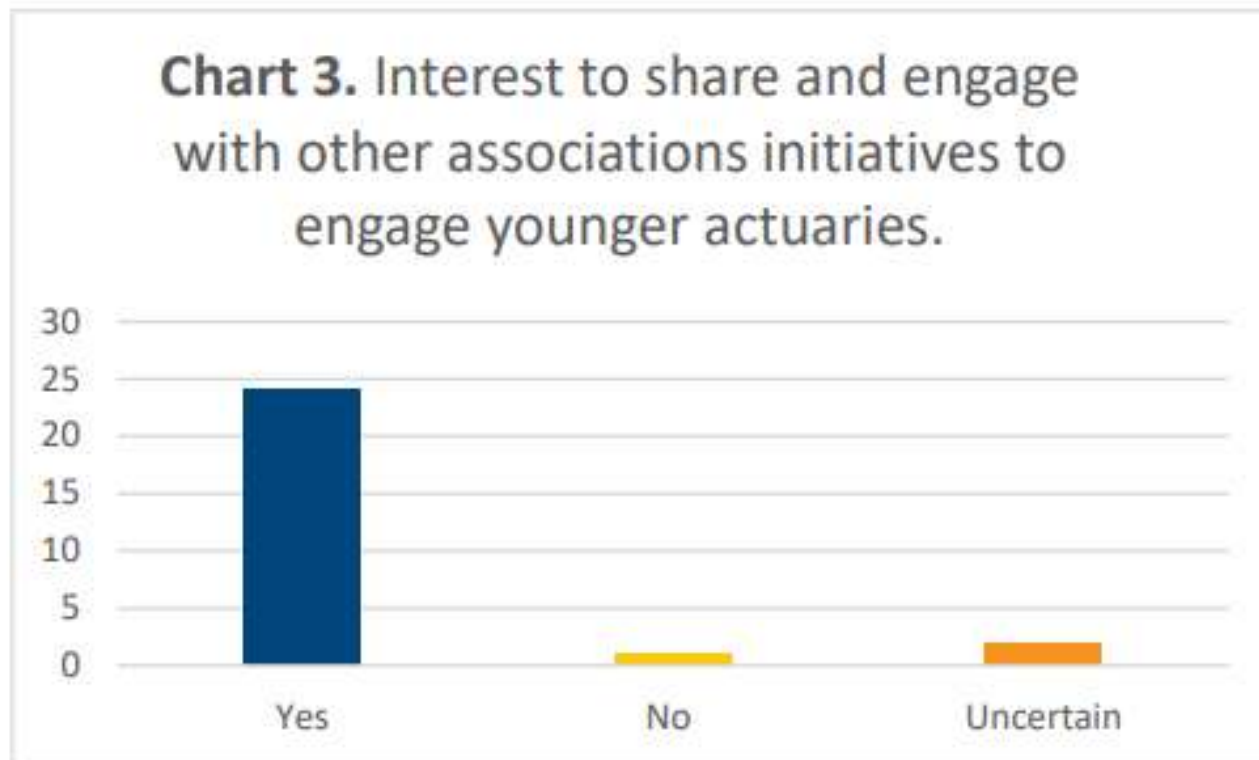


IAA Diversity and Inclusion Survey





IAA Diversity and Inclusion Survey





FMA's providing information

- Casualty Actuarial Society
- Institute and Faculty of Actuaries
- Society of Actuaries
- Conference of Consulting Actuaries
- Canadian Institute of Actuaries



Information Provided



POLICY STATEMENTS

Statements recognizing the importance of Diversity and Inclusion to the profession

DATA

Data on the make up of the profession by gender, race/ethnicity, sexual orientation, disability status, socio economic background

STRATEGY

How to implement policy objectives

LEADERSHIP

Statistical information on the Diversity of current leadership

PARTNERSHIPS

Strategic partnerships with other organizations to help meet goals of Diversity and Inclusion

EVENTS

Information regarding webinars and conferences which focused on Diversity and Inclusion

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Results to Date



Facilitate conversations

IAA is uniquely placed to help global associations learn from each other

Seminars and Panels

Sharing of Information

Polls

Education for volunteers

Build, revise and connect to foster success.

Mentoring

Coaching

Sponsoring

More diverse leadership

Diversity may not happen naturally; it often requires intention.

Assign with intent

Building Capacity

Widen the pool

Actuarial elements of diversity

Evaluate the who, what, where, and how of your business model.

Products

Pricing

Impact of D&I



Why pursue diversity?

Because our future depends on it.

“If this desire is genuine,
how can we serve the
best interests of society
if the profession does
not mirror the world we
want to serve?”

Kudzai Chigiji, 2018. “Shall We Dance”. The Actuary.



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Thank you!