



Executive Committee – Hybrid Meeting Minutes
23 November 2025 – 15:30 – 18:30 WEST
Chairperson: Bozena Hinton
Secretary: Mathieu Langelier

1. In camera session
2. Welcome and identification of any “other business”
Chair welcomed participants and acknowledged:
 - New Secretariat Staff: Sonia Bilskaya (Governance and Policy Specialist), joint staff with the Institut des Actuaire in France and Rasha Miled (Marketing Coordinator).
 - Guests: Maximilian Happacher (2026 President-elect) and Alex Wong (New 2026 EC Member)
3. Adjustments to the agenda: no adjustments requested.

Business Agenda

4. D&I Task force
Presenter: Lisa Wade, Chair of the D&I Task Force
 - a. [D&I Leadership Development](#)

Key Discussion Points:

- Proposed developing a D&I strategy supported by a three-pronged approach:
 - i. Vision – retained by EC
 - ii. Operationalization – Secretariat
 - iii. Implementation – Build on existing leadership onboarding
- Enhanced volunteer recognition.
- The need for an annual budget allocation for the first 1-2 years to develop the materials.

- b. [Diversity and Inclusion Policy](#)

Key Discussion Points:

- Concern was raised that the policy may feel like a continuation of D&I initiatives rather than a broader leadership policy.
- Concerns were raised about accountability mechanisms, prescriptive language, and the distinction between D&I-specific content and general leadership principles.

Outcomes:

- The motion to approve the policy is deferred to the 18 December meeting.
- General agreement that leadership development proposal and the D&I policy should be integrated, not treated separately.

Action items:

- EC members to provide feedback to Anne by 4 December.
- The D&I Task Force to provide feedback to Anne by 4 December.
- The Secretariat to further develop the Leadership onboarding process for EC review, covering both general leadership and D&I aspects embedded within.

Motion: That the IAA Executive Committee approve the Diversity and Inclusion policy as presented.

Note: The motion was deferred to a future EC meeting as discussions continue with former members of the D&I Task Force.

- c. EC Discussion
- d. Disbandment

Motion: That the Executive Committee approve the disbandment of the Diversity and Inclusion Task Force effective 31 December 2026, with the only items in their current remit being to plan and organize the ICA 2026 Tokyo D&I event and review the proposed D&I policy.

Mover: Peter Withey Seconded: Clemens Frey Motion carried
Against: 1 Abstain: 1

Action item:

- EC to discuss broader ownership of the D&I responsibilities between now and 31 December 2026.

5. Review of the Marrakesh Meetings

Overall, the meetings and events were well-run, productive, and positively received, with good participation, smooth logistics, and effective support.

6. [Pandemics Task Force](#)

Presenter: Sara Teppema, Chair of the Pandemics Task Force

- a. IAA Paper: Pandemics Task Force Paper on Implications of COVID-19: Data and Modelling a Pandemic

Motion: That EC approves the Pandemics Task Force Paper on Implications of COVID-19: Data and Modelling a Pandemic for publication as an IAA paper.

Mover: Ed Pudlowski Seconded: Ralph Blanchard Motion carried

Action items:

- Peter Withey to identify typos in the Pandemics paper and send to Christian Levac.
 - Secretariat to publish the Pandemics paper on the IAA website after the corrections are done.
- b. Disbandment

Motion: That the Executive Committee approve the disbanding of the Pandemics Task Force, with appreciation and thanks to its members for their contributions.

Mover: Jill Hoffman Seconded: Ralph Blanchard Motion carried

7. Advance Committee Effectiveness Progress Report

Presenter: Michiel van der Wardt, Chair of the Advance Committee

- a. [Report from the Chair of the Advance Committee](#)
- b. EC Discussion

Key Discussion Points:

- The Advance Committee is showing progress but still faces structural challenges.
- Need to review its Terms of Reference.
- The recent meeting in Marrakesh was less effective than expected.
- Concerns were raised about the need for broader delegation and clearer prioritization of tasks.

Outcome:

- There is a strong need for clearer structure and better alignment with stakeholder expectations.

Action items:

- Clemens Frey to lead the Advance Committee Terms of Reference revision with Charles Cowling's support by mid-December.
- Reiteration from a July Outstanding Item: EC to consider whether a fundamental Advance Committee restructure is needed (e.g., smaller membership similar to SPC) or to narrow its scope (e.g. remove the linkage with the Supra Subcommittee as this entity can directly source its required support without AC intervention and thus avoid duplicate work) with potential referral of this action item to the SPC.

8. Engagement of Individuals within the IAA – Post Council Discussion

No further discussion.

9. Other Business – The Chair expressed appreciation to Jill Hoffman for her contributions, noting that it was her last in person IAA meeting.

10. Review of the EC meeting effectiveness – no further comments in addition to those given during Part I.

11. Adjournment – Next meeting 18 December 16:00 EST

2025 EC Attendance (X - present; R – Regrets)

Names	Jan	March	April	May Pt. 1	May Pt. 2	July	Sep (04)	Sep (18)	Oct	Nov (20)	Nov (23)
Bozena Hinton	x	x	x	x	x	x	x	x	x	x	x
Mike Lombardi	x	x	x	x	x	x	x	x	x	x	x
Charles Cowling	x	x	R	x	x	x	x	x	x	x	x
Gunn Albertsen	x	R	x	x	x	R	x	x	x	x	x
Ralph Blanchard	x	x	x	x	x	x	x	x	x	x	x
Simon Curtis	x	x	x	x	x	x	x	x	x	x	x
Clemens Frey	x	R	R	x	x	x	R	x	x	x	x
Jill Hoffman	x	x	x	R	R	x	x	x	x	x	x
Edward Pudlowski	x	x	X	x	x	x	x	x	x	x	x
Barbara D'Ambrogio-Ola	x	x	R	x	x	x	x	x	x	x	x
Peter Withey	x	x	x	x	x	x	x	x	x	x	x