

**Comment #146—10/30/2020—5:29 p.m.**

To the American Academy of Actuaries, US Qualification Standards Committee,

I am grateful for the opportunity to provide input on the USQS.

Because part of the mission of the Academy of Actuaries is to serve the public and the actuarial profession in the US, I believe incorporating education on diversity, equity and inclusion is critical to improving the continuing education requirement. More awareness around diversity, equity and inclusion will make actuaries more capable to understand the public needs and will equip the profession to better serve the public.

I can personally attest to the value of awareness and education around inclusion and diversity. I co-chair my local offices efforts around inclusion and diversity and strongly believe that we are better as a professional services firm when we foster an inclusive environment. Numerous studies have shown a direct connection between success and inclusivity. I sincerely believe that by expanding our awareness through ID&E efforts our profession can see the same success specifically by increasing our ability to tap into the talent base of underrepresented groups. Improving our efforts around this important topic as part of our continuing education requirements will help raise the awareness of all actuaries and generate a willingness to foster growth among that talent.

I echo the sentiments from many of my colleagues and organizations seeking to foster diversity, and strongly encourage the Committee to consider the following:

- Include Inclusion, Diversity and Equity as a professionalism topic.
- Recognize the importance of current topics under this category by changing section 2.2.2. to require at least four hours on professionalism topics, including at least one hour on Inclusion, Diversity and Equity
- Update FAQ #48 to where Inclusion Diversity and Equity sessions are categorized as Business and Consulting Skills.

Thank you for your consideration

**Michael Rodriguez, ASA, MAAA**