

**Comment #152—10/14/2020—7:59 a.m.**

Dear American Academy of Actuaries US Qualification Standards Team,

My name is Samuel Nolley, FCAS, MAAA. I have been a member of the Academy since 2009. I am also a member of the International Association of Black Actuaries – an organization that has committed to influencing Diversity, Equity & Inclusion in the profession since 1992.

I am writing to offer my support of the proposal to add Diversity, Equity and Inclusion as a Professionalism requirement to the USQS. It is important for fairness, full stop. Many other organizations are also prioritizing DEI to support employee morale, attract talent from diverse communities and younger generations that prioritize DEI and values-based workplaces, and to improve their image among customers and communities. The actuarial community similarly needs to attract the best talent and protect our own reputation.

Thank you for your consideration of this request. I look forward to seeing the updated USQS when it becomes available.

Thanks,

Sam