

Comment #24—10/2/2020—8:32 a.m.

Hello, I'm writing to comment on the drafted USQS, specifically around the addition of Diversity, Equity and Inclusion (DE&I) to the Professionalism category. I read the FAQ specifically stating "diversity training would likely better fit the examples for business and consulting skills" and have to disagree. I believe aligning DE&I training with business and consulting skills shows that the AAA values these trainings as ways to drive business growth and come across better to clients. While this is true, the real value of DE&I training is helping participants better understand the viewpoints and life experiences of those who won't follow "traditional" paths with their lives or careers. In so doing, these trainings help participants realize the importance of perspectives outside of their own and teach participants how to act more professionally towards groups who don't identify as being in the majority.

I believe there's a clear case to be made when looking at the Code. I've bolded the parts of the following precepts I believe to be most relevant to this discussion.

- Precept 1 states "**An Actuary shall act honestly, with integrity** and competence, and in a manner to fulfill the profession's responsibility to the public and **to uphold the reputation of the actuarial profession.**" DE&I is continually more and more important both inside and outside the workplace. By encouraging members to participate in regular DE&I trainings, the AAA can help ensure that members are acting with integrity towards those in minority positions and also show our commitment to understanding and valuing others, which directly upholds our reputation as a profession.
- Precept 10 states "**An Actuary shall perform Actuarial Services with courtesy and professional respect** and shall cooperate with others in the Principal's interest." As actuaries are asked to work with those who identify differently than they do in any regard, DE&I training will aid these actuaries in treating others with courtesy and professional respect.

I believe DE&I training should be counted for professionalism credit and be strongly encouraged for AAA membership. Actuarial organizations are constantly looking to increase diversity in the profession, which I believe is key to our profession's success in the future. This is a multi-layered approach. We can't increase our efforts to find diverse hiring pipelines and then be negligent around diversity training after the point of hire. What better way to show diverse talent that we're serious about these efforts than to ask members to routinely remind themselves why diversity is so important? The potential for benefits far outstrips the small cost of encouraging members to acknowledge why diversity is important and attempt to increase their understanding of it.

Please reach out with any questions or desire for clarification on anything above, I'd be happy to talk further.

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