

Comment #31—10/8/2020—9:07 a.m.

Hello!

I'm writing to you this morning about making D&I related topics part of the qualification standards. When I joined the actuarial profession, I had a choice to make. I could be my authentic self as a gay male or I could keep that separate from my "work life". I thought about it hard and kept it out of the interview and internship process and then, when starting full time, I decided that hiding who I am at work wasn't something I could do. I chose to be out. To say that it has been an easy road would be pretty far from the truth. As someone in the actuarial profession who is "different", you are often faced with challenges from coworkers, colleagues, and the insurance industry that make you wonder if you're the right fit for the profession. I know a number of LGBTQ+ actuaries who have told me they fear being out at work. They fear not getting the promotion because of unconscious biases. They fear it will have a negative impact on our career. And still to this day I see a subset of the actuarial profession that doesn't grasp the importance of D&I when it comes to equity in the insurance industry. Equity in setting rates, equity in treatment of employees. Equity so that there aren't racial, gender, sexual orientation barriers to entry into this field. I strongly believe we can move towards this goal by making D&I a pillar of the profession (such as other prestigious associations like the ABA) and holding our members accountable to learn what an actuary needs to do to create a professional workspace. D&I is not just a general business activity, it is something that stands on its own. An actuary can state that they are acting professional when it comes to the techniques they are using for reserving, ratemaking etc. But, until they treat all with the same dignity and respect that they deserve, they are far from professional. I know groups such as IABA, OLA, and the newly founded SAGAA are starting points for this discussion. But, these groups only reach the individuals that want to listen and want to learn. In order for the profession to change in the right direction, we need to involve everyone.

I really hope you will reconsider.

Best,

Matt Gentile

Matt Gentile, FCAS