

Comment #38—10/13/2020—10:07 a.m.

Dear American Academy of Actuaries US Qualification Standards Team,

My name is Gloria Asare and I have been a member of the Academy since 2016. 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 launched the Toronto, Canada affiliate and have been leading it since 2019. I also graduated from The University of Pennsylvania - The Wharton School in 2010 and have been working in commercial pricing since.

I am writing to offer my support of the proposal to add DEI as a Professionalism requirement to the USQS. This year in particular has highlighted how all areas of society - including the workplace - struggle with systemic racism at a minimum in the form of unconscious bias and/or microaggressions. These issues are significant contributors for why Black actuaries make up only 1% of actuaries in the US. Other actuarial organizations are showing their high regard for this topic by considering it in their professional requirements. We should be a leader in this space, not a follower years from now.

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

Sincerely,

Gloria Asare