

**Comment #43—10/14/2020—5:01 p.m.**

Hello,

There is a tremendous amount of work that the actuarial community must engage in to unpack our biases. We need to address racism, sexism, heterosexism, and xenophobia head-on to learn, grow, and develop together. I join Mallika Bender, Steve Armstrong, and many others to ask that Diversity, Equity, and Inclusion be explicitly required in our continuing education requirements. It is not a secret that a member of the actuarial community recently made headlines in this realm – we should take steps to mitigate this risk and inform members of our community of the impact of their actions: both positive and negative when it comes to Diversity, Equity, and Inclusion. In particular, I advocate for recommendation #3 by Steve, as this will require all individuals of our community to learn and grow together; this is something that impacts everyone – not folks who are marginalized.

I am a proud queer person, and I am a proud actuary. We talk often about intersectionality when it comes to identity. For example, there are ways that I navigate the world as a queer person. There are ways that I navigate the world as a man. There are unique ways that I navigate the world as a queer man that not all men experience and not all queer people experience. When it comes to being a queer actuary: there were times early on in my career where it felt like this intersection would be impossible. It took me a long time to feel comfortable living my authentic truth in this profession even though I was “out” in all other aspects of my life. This was not because people were outwardly intending to be oppressive; they just didn’t know that they weren’t being inclusive.

Again, please consider Steve Armstrong’s recommendation below:

“Create a separate category for DE&I or Anti-Bias education and require all members to complete one (1) credit per year, while maintaining the current standard of thirty (30) total CE credits per year. This would be the strongest demonstration of the Academy’s commitment to DE&I”

Thank you,  
Jake Akstins, ACAS  
Co-Founder, Sexuality and Gender Alliance of Actuaries