

**Comment #44—10/14/2020—5:47 p.m.**

I understand CAS President Steve Armstrong has suggested three options for covering diversity, equity, and inclusion in the updated U.S. Qualification Standards.

1. Eliminate the FAQ which categorizes DE&I sessions under Business and Management Skills. This is the simplest solution, which would leave it up to members to decide for themselves if the content of the session is relevant to Professionalism or other categories, as members currently determine for many other topics.
2. Explicitly categorize DE&I as a Professionalism topic. Along with this change, I recommended that the Academy increase the required CE hours for Professionalism from three (3) to four (4) to maintain the importance of existing Professionalism content, while maintaining the current standard of thirty (30) total CE credits per year. This would clearly demonstrate our commitment to upholding the reputation of the profession as it relates to DE&I, while still allowing members to select the sessions that most interest them within this category.
3. 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 our commitment to DE&I.

Any of the above would be a step in the right direction. I personally advocate for #3, as I believe anti-bias education is broader than strictly “professionalism.” However, I would also strongly support #2. Please consider making this amendment to our USQS.

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