



October 16, 2020

To: American Academy of Actuaries, US Qualification Standards Committee

Recent conversations in the workplace have highlighted that there is a long way to go to ensure that we all are safe, included, and comfortable expressing who we are and sharing what we experience. The stories shared these past months reveal that discrimination and racism are present in the actuarial profession.

The tragic events this year triggered a series of webinars about Inclusion and Diversity (I&D) and so opened up a forum for some of our fellow actuaries to speak up and talk about the discrimination, fears, microaggressions, and frustrations that are encountered in the workplace. Many actuaries participated and listened to these stories willingly but many others who did not would benefit immensely if encouraged to attend these sessions. Education and awareness of the biases and barriers that colleagues are subjected to because of differences in race, ethnicity, religion, language and culture are key to help reduce discrimination in our profession.

The Organization of Latino Actuaries exists to increase diversity in the profession. Sadly, our endeavors can be undermined when after tremendous effort to enter the profession, individuals experience exclusion, intolerance, and additional barriers that require us to deny or change who we are to fit in. Our industry loses when we limit any individual's potential to contribute to our profession.

The American Academy of Actuaries has the opportunity and responsibility to encourage professionals in the industry to learn about I&D and give it the importance that it deserves by changing the requirements for continuous education.

The Organization of Latino Actuaries supports the following:

- Include I&D as a professionalism topic.
- We recognize the importance of current topics under this category and therefore propose a change to section 2.2.2. to require at least four hours on professionalism topics, I&D included.
- Update FAQ #48 to where I&D sessions are categorized as Business and Consulting Skills.

We strongly believe that the I&D ties directly with the Code of Professional Conduct and should belong to the same group of activities.

We thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Adelaida Campos".

Adelaida Campos, FSA  
President

Organization of Latino Actuaries