

**Comment #90—10/28/2020—11:42 a.m.**

To the American Academy of Actuaries, US Qualification Standards Committee,

I appreciate the opportunity to provide input on the USQS.

The core of the mission of the Academy of Actuaries is to serve the public and the actuarial profession in the US. I believe through incorporating education on diversity, equity and inclusion as part of the continuing education requirement, the Academy has a unique opportunity to advance on their objectives:

- More awareness around diversity, equity and inclusion will make actuaries more capable to understand the public needs and will equip the profession to better serve the public
- It would show a commitment from the Academy to foster a diverse, equitable and inclusive profession. Countless studies have shown that increased diversity results in a broader perspective, thus the profession would benefit by fostering a culture where increased diversity is welcome.

I can personally attest to the value of awareness and education around inclusion and diversity. As a queer, Mexican-born, mixed-race actuary, my value to the profession and my ability to provide the high quality and reputable service we expect from US actuaries is directly correlated to my ability to include the entirety of my life experience to my professional life. My firm's efforts on inclusion and diversity have made that possible in my case, and it would be of great value that the same would be reality for all US actuaries. As an actuary practicing in the retirement space, my cultural background and life experiences give me a unique perspective. For instance, such past experiences have helped me understand some of the retirement planning and financial challenges the Latino community and the LGBTQ community face, making me more able to serve the broader US public.

I echo the sentiments from many of my colleagues and organizations seeking to foster diversity, and strongly encourage the Committee to consider the following:

- Include Inclusion, Diversity and Equity as a professionalism topic.
- Recognize the importance of current topics under this category by changing section 2.2.2. to require at least four hours on professionalism topics, including at least one hour on Inclusion, Diversity and Equity
- Update FAQ #48 to where Inclusion Diversity and Equity sessions are categorized as Business and Consulting Skills.

Thank you for your consideration

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