

Comment #97—10/29/2020—9:38 a.m.

To Whom It May Concern:

I am writing to echo the letter submitted by CAS President Steven Armstrong, and many of my other colleagues, regarding the need to explicitly count Diversity, Equity & Inclusion (DE&I) topics as Professionalism hours for Continuing Education requirements. I was surprised at first to learn that DE&I is not explicitly outlined as being a Professionalism topic and then was disturbed to find that there was specific guidance in the FAQ's on the Academy's website that states DE&I topics should be counted as Business Skills. With this distinction, and the 3 hour per year cap on Business Skills, this directly creates a disincentive to actuaries to seek out this type of education, and greatly discounts the importance and benefit of this topic. We must hold our profession to a much higher standard.

Continued development, review and exercise of DE&I topics is incredibly important to our profession and the weight we apply to it in our annual CE should reflect that. It directly relates to Precept 1 of the Code of Professional Conduct as it is tantamount to ensuring we "uphold the reputation of the actuarial profession." As well as Precept 10, which requires an actuary to perform services with "courtesy and professional respect." DE&I education is essential here to ensure we uphold these standards to truly perform services for everyone with the same courtesy and professional respect.

There is no better time than the present to right the wrongs of the past and continuously work towards a better future.

Thank you,

Elizabeth Suter, FCAS