

Comment #99—10/30/2020—1:55 p.m.

Dear American Academy of Actuaries US Qualification Standards Team,

Milliman encourages the Committee on Qualifications (COQ) to include diversity, equity, and inclusion (DE&I) as a professionalism education topic under its Qualification Standards. While such an addition may not have been envisioned when the Academy set out to update the Standards, the Academy would be remiss not to reflect the current consensus. Moving forward, it is evident that an understanding of DE&I and its importance will be an expectation of all professions and a business necessity for all companies. The actuarial profession should lead rather than follow.

In addition to our support of the Academy, the SOA, and the CAS, Milliman is proud to support the International Association of Black Actuaries and the Organization of Latino Actuaries. We encourage the Academy to reflect upon the thoughtful comments from the leaders and individual members of each of these organizations on this topic.

Sent on behalf of Milliman.

Sincerely,

Stephen White, CEO

Ken Mungan, Chairman