

Diversity in The Actuarial Profession – Next Steps

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The actuarial profession does not have the diversity that it needs or desires. Black, Hispanic and Native American populations are underrepresented. There is significant competition among professions for top students. Other professions, such as engineering, are better known and have long standing initiatives in place to introduce minority students to their professions. Many high school students choose colleges and majors based on careers they already know about and are considering while in high school. It is important that these top students are aware of the actuarial profession when they are making these decisions.

The Committee on Actuarial Diversity, a joint committee of the Casualty Actuarial Society and the Society of Actuaries, makes presentations at high schools and supports summer actuarial programs at colleges targeted at minority high school students. Howard University, Illinois State University, Morgan State University and Drake University have summer actuarial science programs for minority high school students. These programs serve an important role in enabling students to make informed decisions about the actuarial profession.

A presentation at the 2010 Actuarial Research Conference described these actuarial summer programs and the role they have in the profession's diversity efforts. At the 2011 Actuarial Research Conference, there will be an update on actuarial diversity activities, including summer programs. There will also be a discussion on possible next steps needed to achieve appropriate levels of integration. Suggestions from academia and actuarial employers will be an important part of this session.