



SOA DIVERSITY

FULL YEAR REPORT: 2024



SOCIETY OF
ACTUARIES®

2024 Diversity Report

As the actuarial profession evolves to meet the demands of a rapidly changing world, broadening participation is not just a value; it is essential to growing the profession, fostering innovation, and solving complex problems. The Society of Actuaries (SOA) remains committed to understanding and supporting the diverse individuals who make up our global community. Through continued data collection and analysis, we strive to cultivate a global membership experience grounded in growth, inclusion, and relevance for all.

This report presents a comprehensive overview of demographic data collected throughout 2024. It reflects our ongoing commitment to transparency and accountability and it serves as a tool to inform and guide our efforts to grow a diverse, inclusive global actuarial profession.

The SOA's leadership and staff worked in collaboration with the Diversity, Equity, and Inclusion Committee (DEIC) to develop and adopt a set of **DEI guiding principles**, endorsed by the SOA Board of Directors. These principles reinforce our dedication to fostering a fair, respectful, and welcoming environment for all members and candidates. They also shape our strategic priorities—from global growth to enriching the member and candidate experience.

To deepen our understanding of our community, we invite members and candidates to voluntarily share race, ethnicity, and gender information through their online profiles. This self-reported data is essential for shaping our initiatives, tracking progress over time, and building a clearer picture of our evolving community. It also enables

us to create meaningful visuals, like the infographics in this report, that highlight the diverse backgrounds of our members and candidates.

This year's report presents demographic trends across several key areas of our community:

- Total SOA membership, both in the U.S. and globally
- New members in the U.S.
- Candidates entering the exam pathway
- Representation among volunteers and leadership roles worldwide

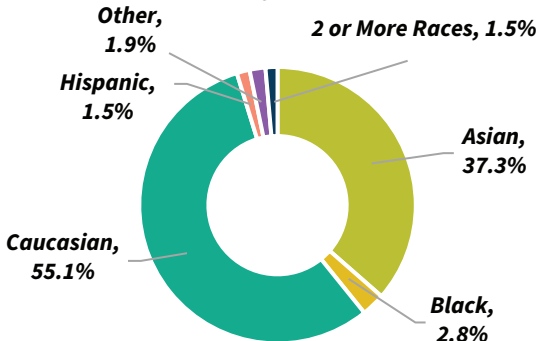
We also provide a closer look at U.S. members and candidates who identify with one or more historically underrepresented racial and ethnic groups—including Black, Hispanic, Native American, Asian, and multiracial individuals—to offer a more nuanced understanding of these groups' representation within our community. We encourage all members and candidates to keep their profiles up to date so we can continue to provide this information in the future.

As we reflect on the strides made in 2024, we recognize the importance of continued progress. Creating a profession that is global, diverse, inclusive of all, and future-ready will require sustained effort. We thank all who have contributed to this effort and invite every member and candidate to play a role in building and shaping a diverse and inclusive global actuarial community.

Membership – Worldwide

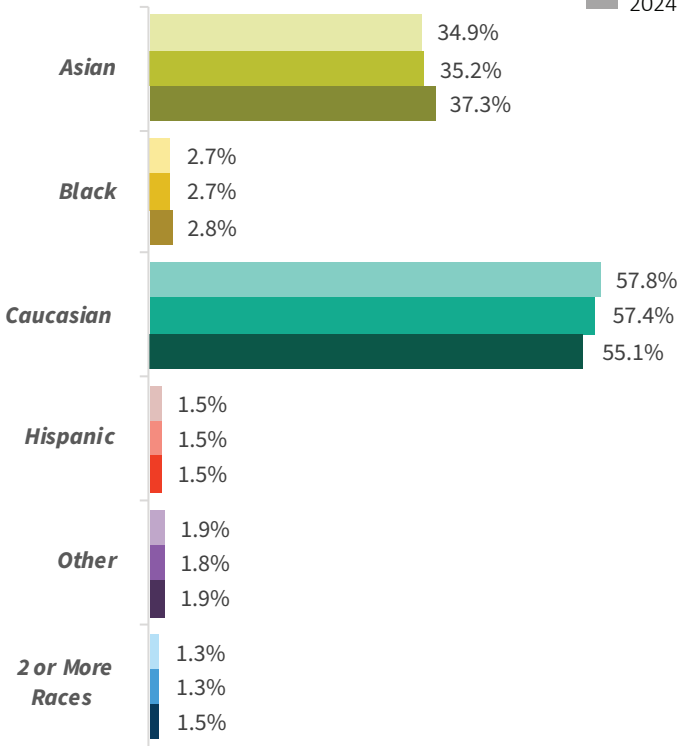
Race/Ethnicity

2024



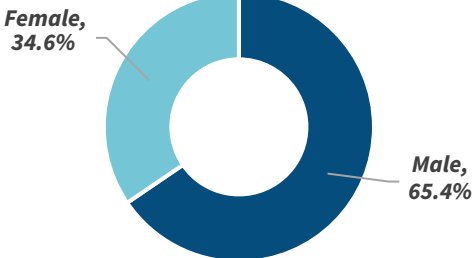
Race/Ethnicity By Year

2022
2023
2024



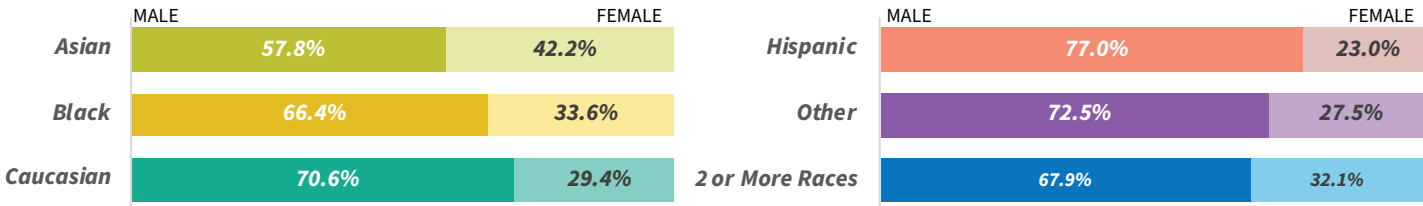
Sex

2024



Sex by Race/Ethnicity

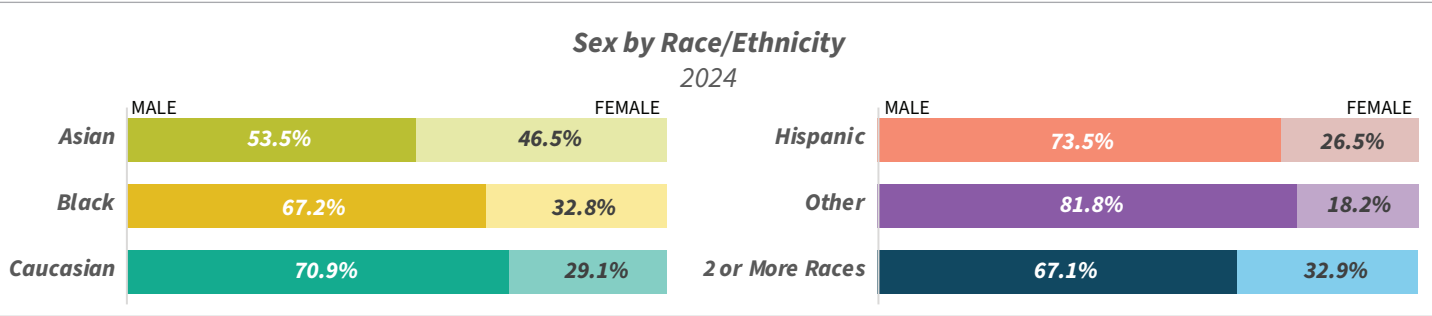
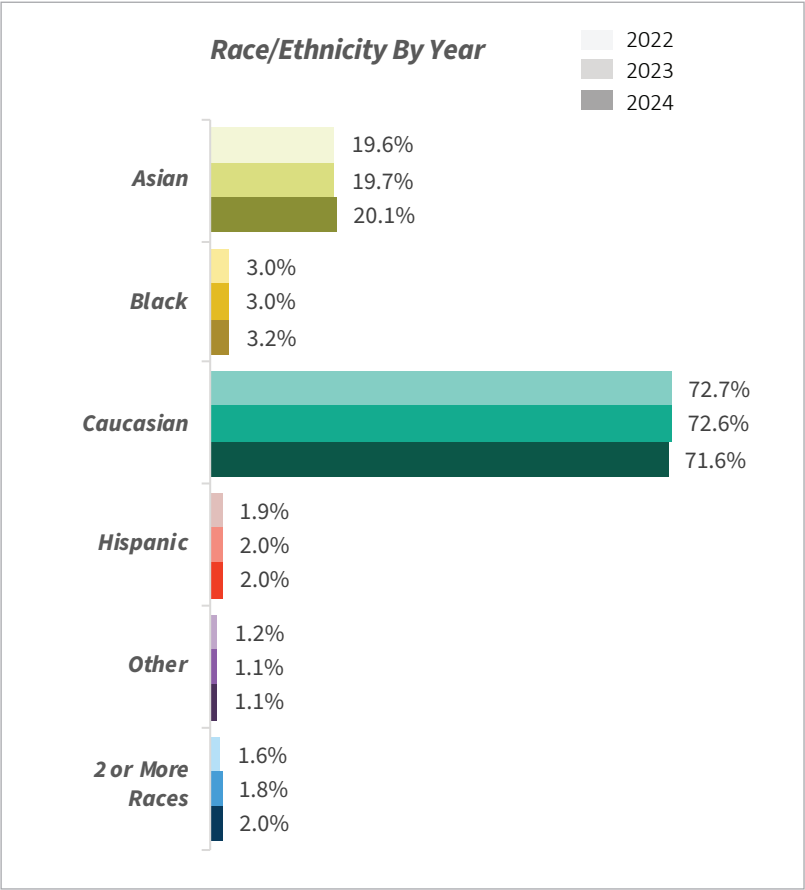
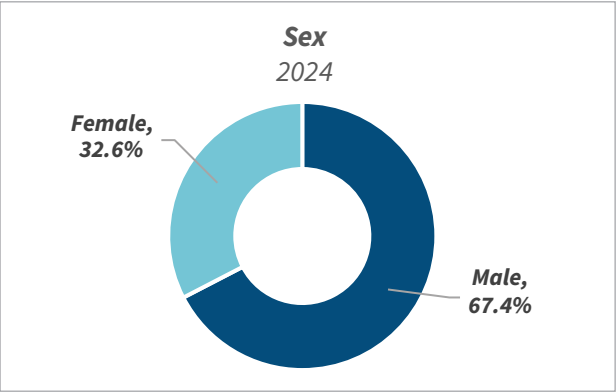
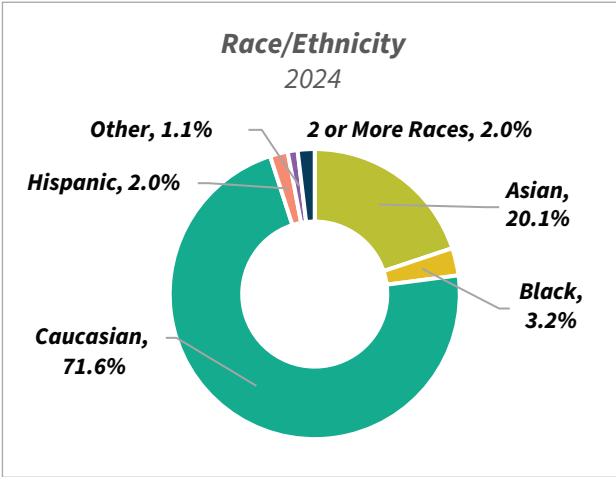
2024



Notes:

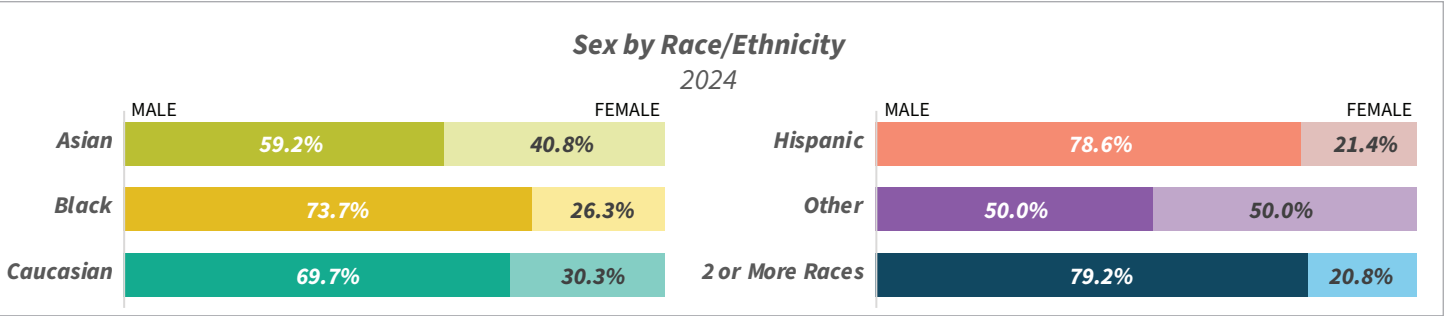
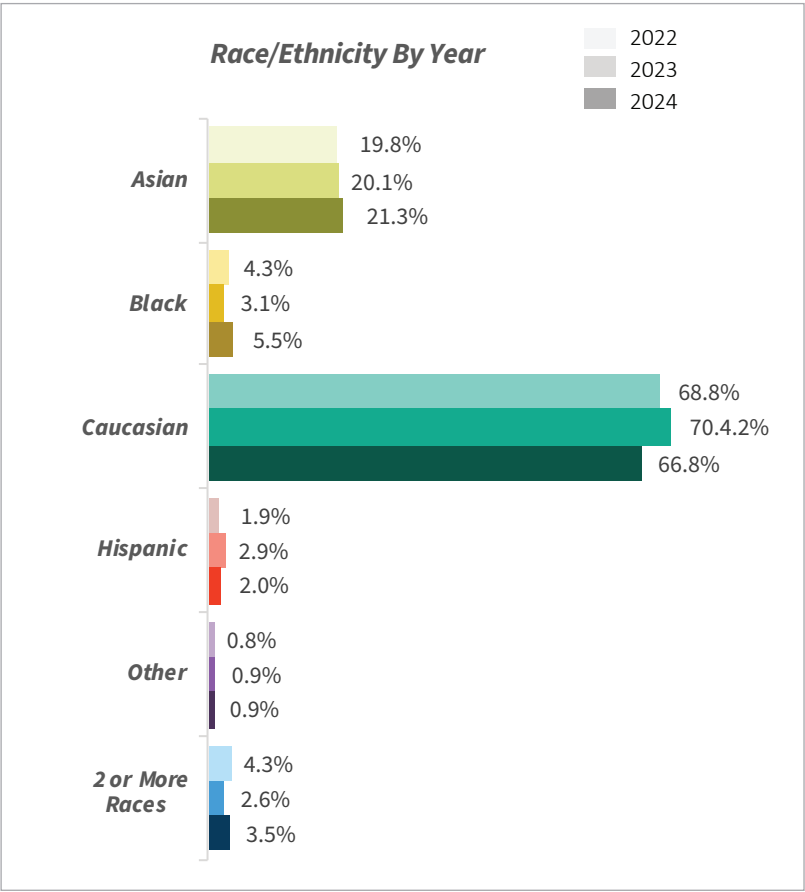
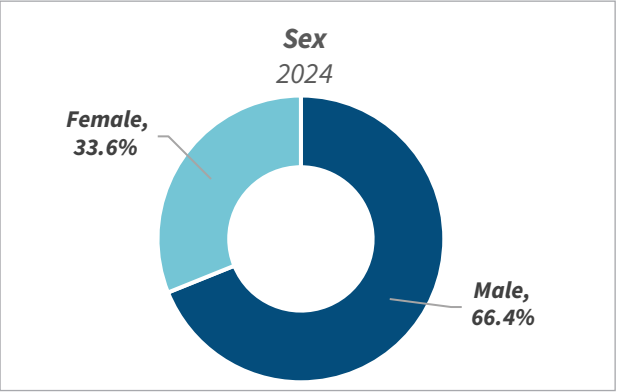
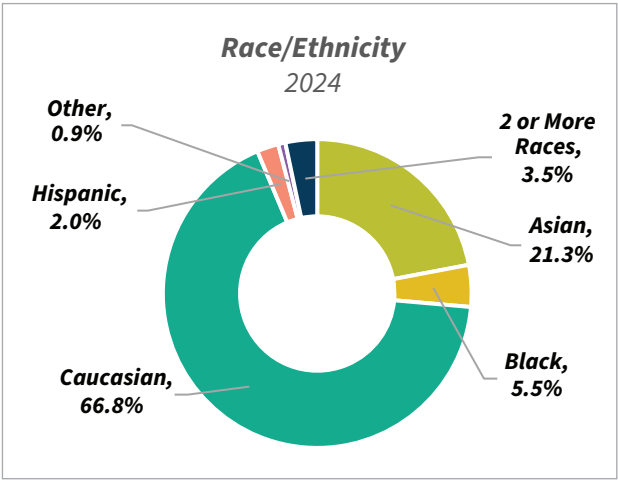
- For methodology and definition of terms used in this report, please reference page 18.
- Other includes those who selected "Native American" as well as the "Other" category with no further context.
- Results based on those who have reported Race/Ethnicity and/or Sex.

Membership – US



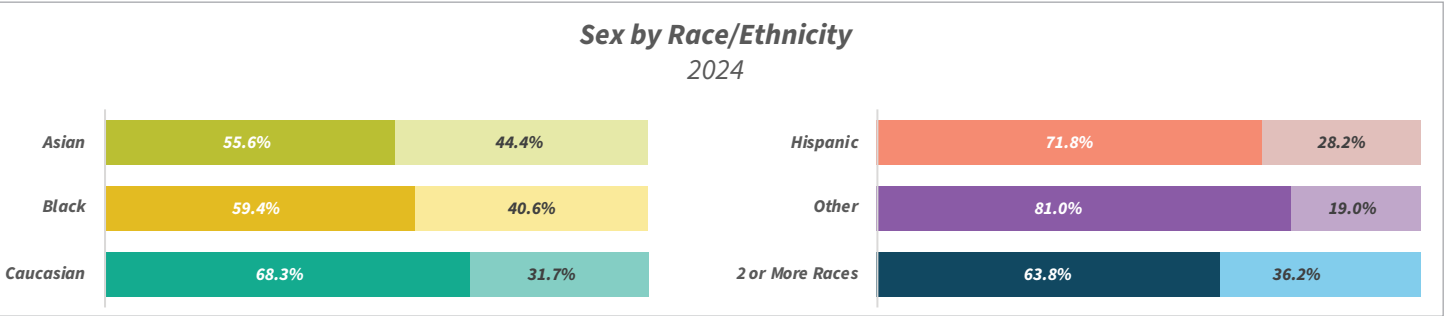
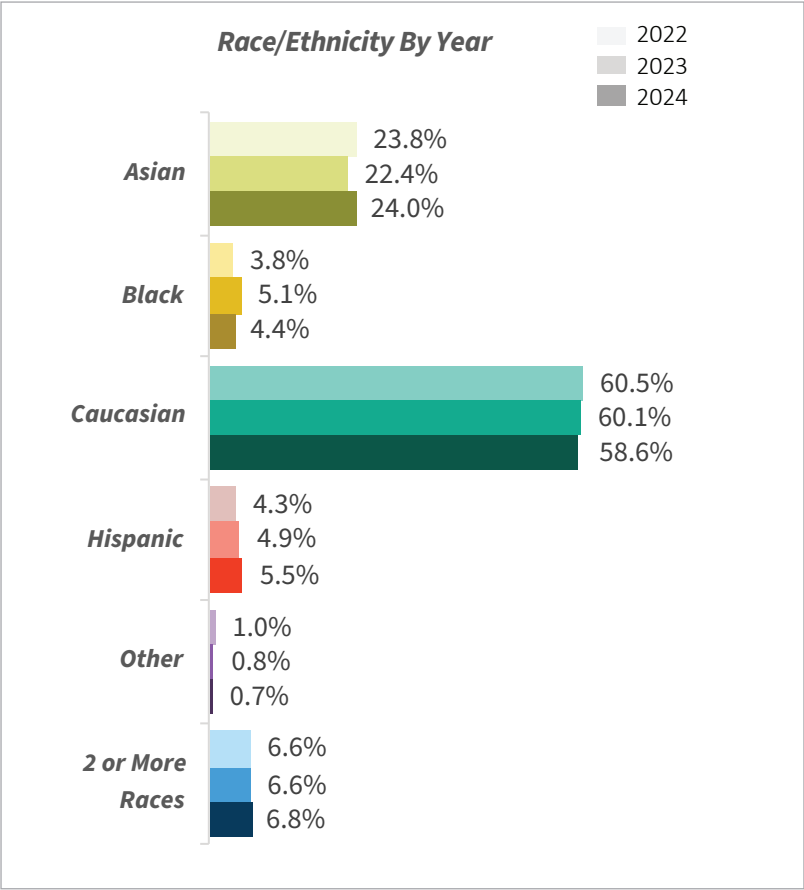
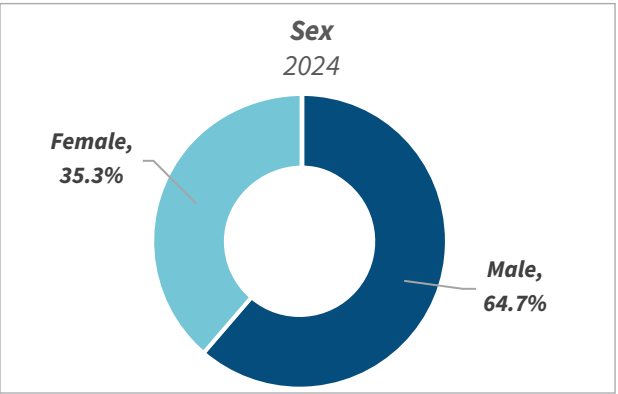
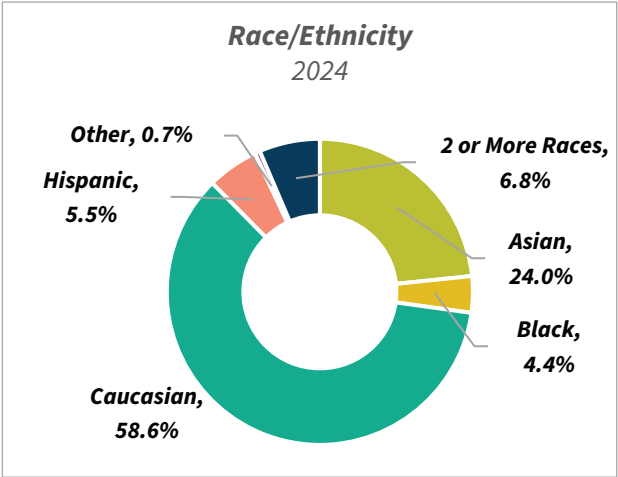
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New Membership – US



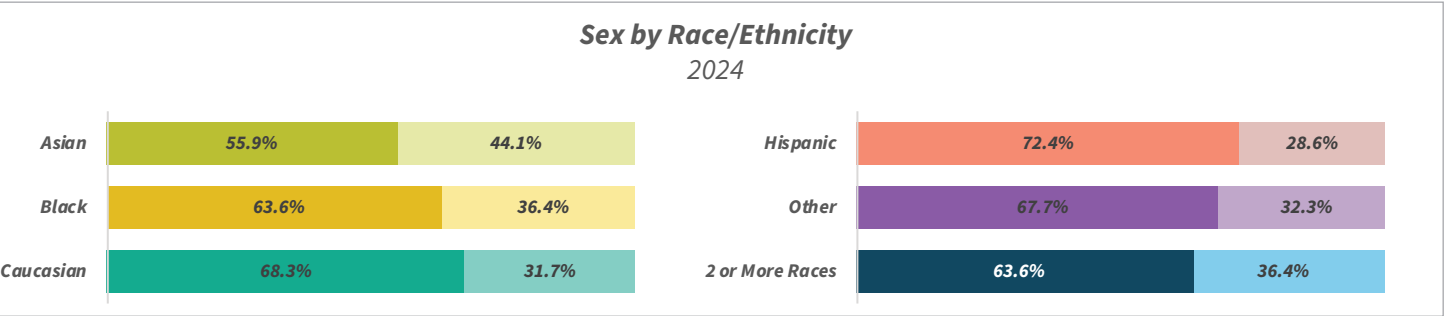
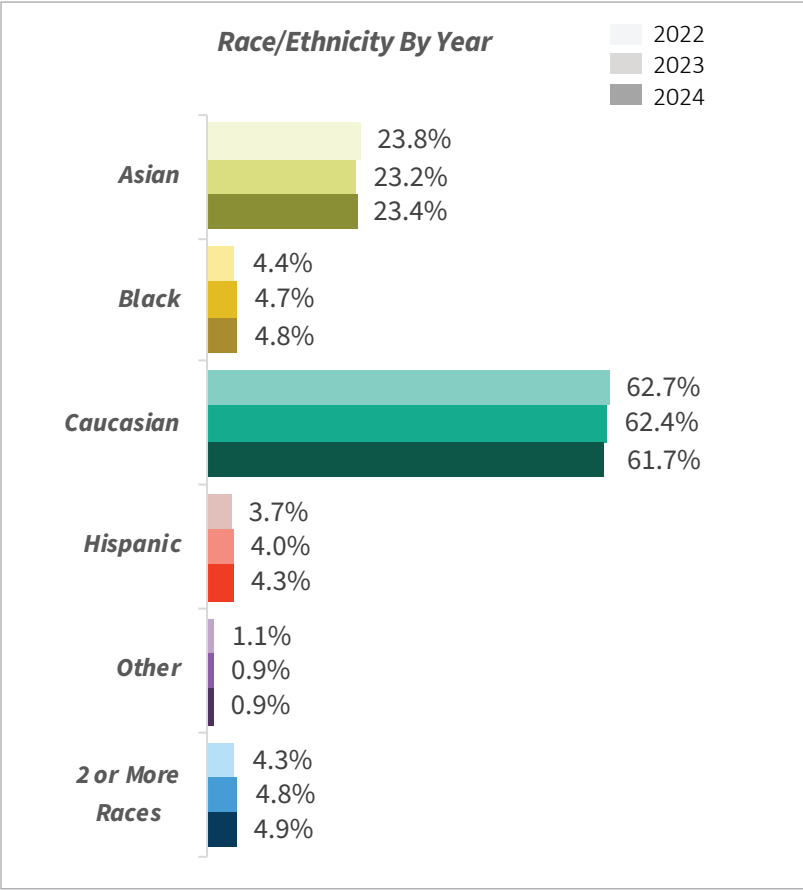
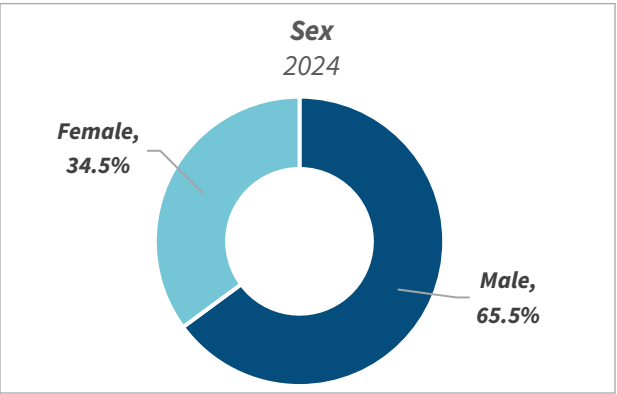
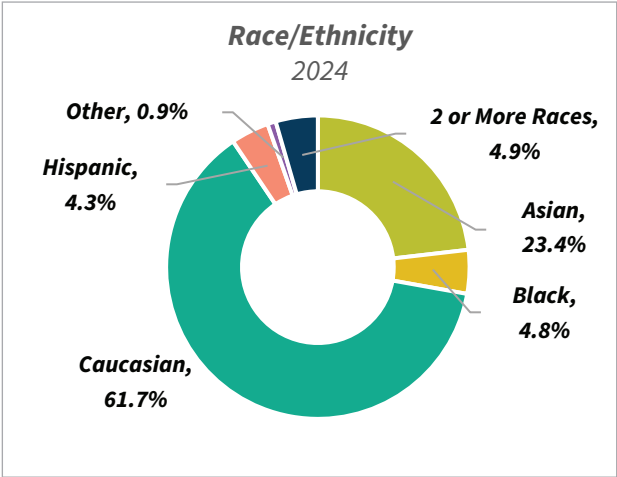
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New Candidates – US



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Candidates – US



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Honoring Leaders Who Drive Diversity, Equity, and Inclusion in the Actuarial Profession

The Society of Actuaries (SOA) recognizes that fostering diversity, equity, and inclusion (DEI) is essential for the growth, innovation, and long-term success of the actuarial profession. By embracing diverse perspectives and ensuring equitable opportunities, we strengthen our profession, empower individuals, and create a more inclusive future.

To acknowledge those who are leading the charge in DEI efforts, the SOA created the DEI Champion Award—a prestigious recognition that honors actuaries who are driving meaningful change in the field through advocacy, leadership, and action.

The SOA DEI Champion Award is an annual recognition that debuted in 2024 to award an SOA member who has demonstrated a strong, ongoing commitment to diversity, equity, and inclusion. These individuals have gone above and beyond to promote inclusivity, advocate for under-represented groups, and create opportunities for diverse talent within the actuarial profession.

By spotlighting leaders in DEI, this award seeks to celebrate efforts that help shape a more welcoming and diverse industry—whether within workplaces, educational institutions, or the broader actuarial community. Recognizing DEI champions is not just about celebrating individual contributions; it's about amplifying the importance of these efforts and inspiring others to follow in their footsteps. By honoring actuaries who champion inclusivity, mentorship, and equitable access, the SOA encourages all members to consider their own role in shaping a more diverse future for the profession.

Past recipients of the SOA DEI Champion Award have pioneered initiatives, led meaningful change, and inspired others to take action. Their work has contributed

to greater representation, equity in career advancement, and a more inclusive actuarial landscape.

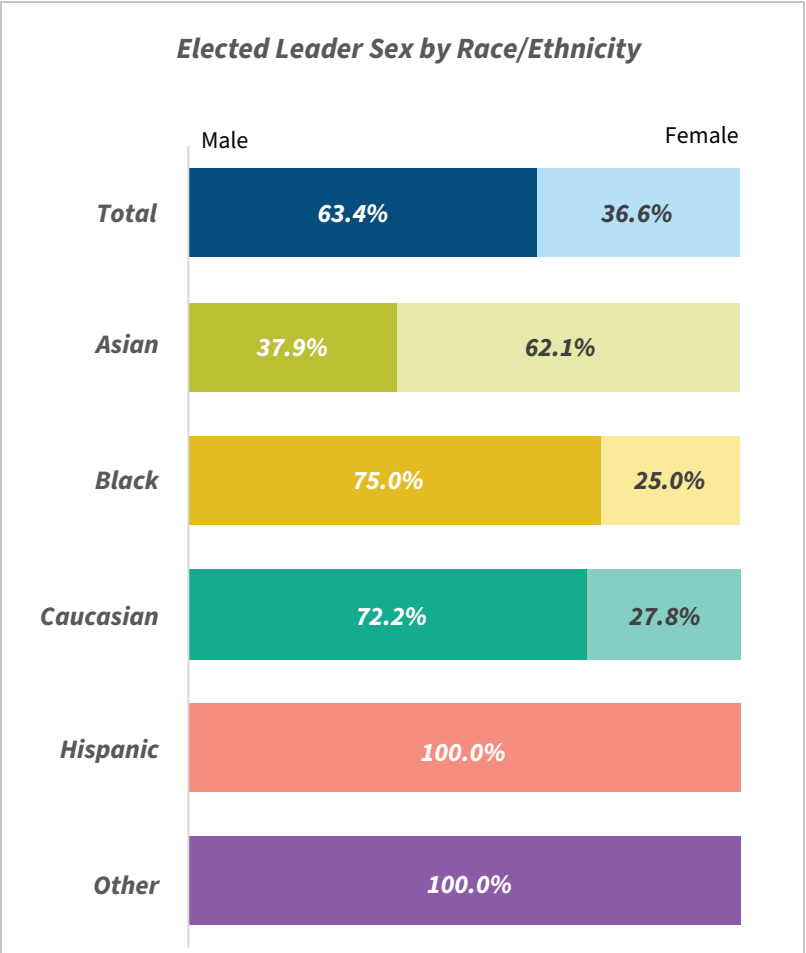
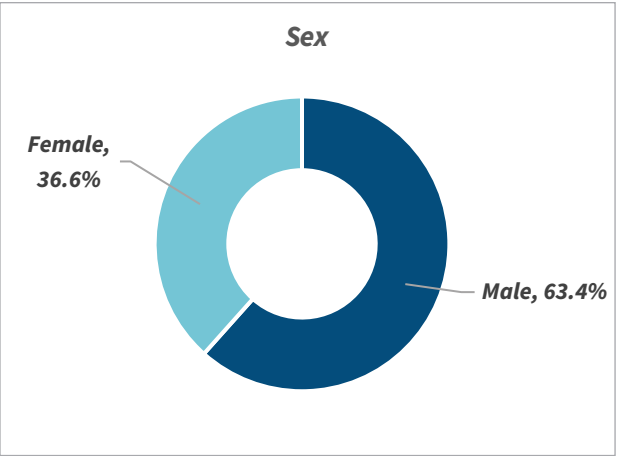
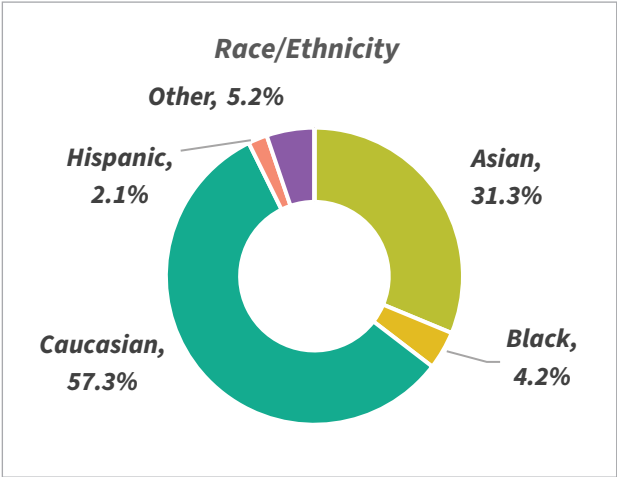
Whether it's through mentorship programs, organizational policy changes, outreach initiatives, or research, our previous winners have set a powerful example of how actuaries can drive change beyond numbers and calculations.

Our 2024 DEI Champion Award recipients include David Daly, ASA, MAAA, CERA, David Guede, ASA, FCA, and Kristen Marie Long, FSA, MAAA. By recognizing their efforts, the SOA hopes to encourage more individuals and organizations to take action in fostering a truly inclusive profession.



Elected Leaders

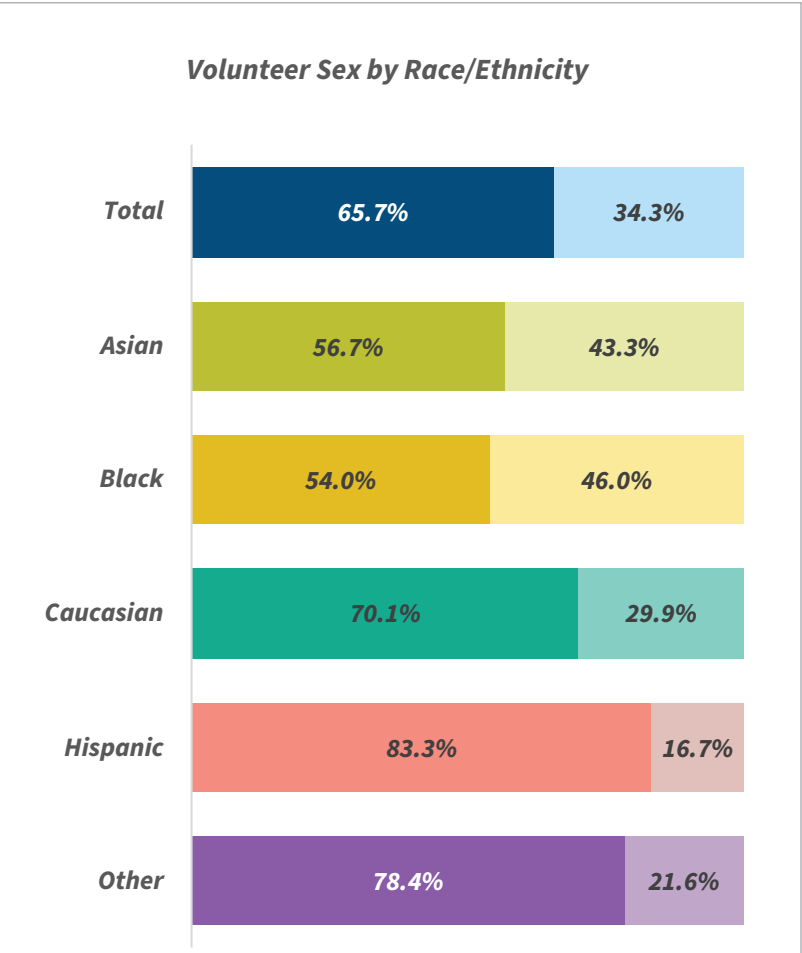
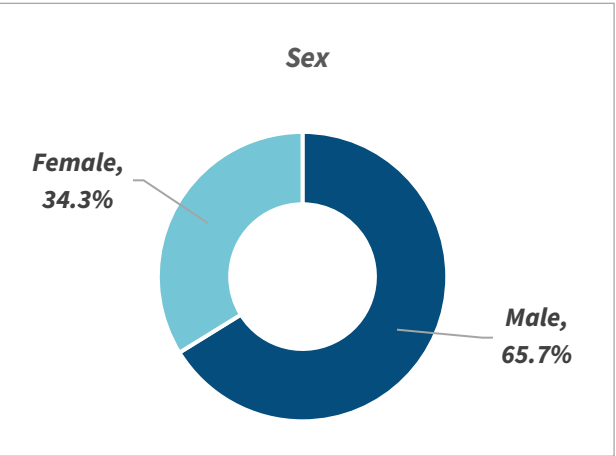
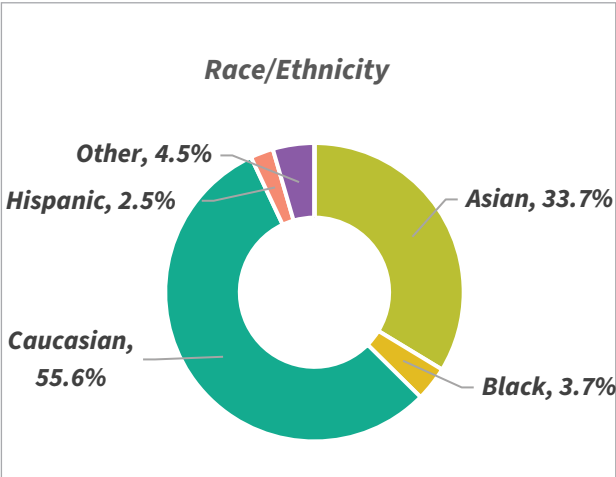
All Data is Among Those who Reported from 2022-2024, Other includes individuals who reported 2 or more races



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Volunteers

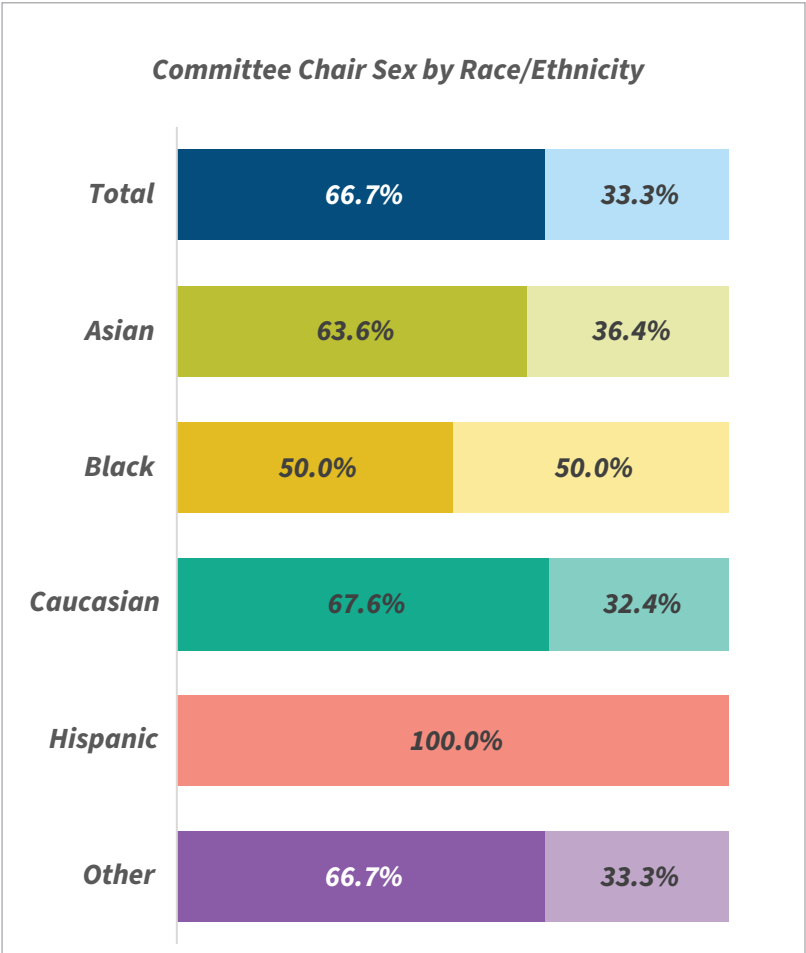
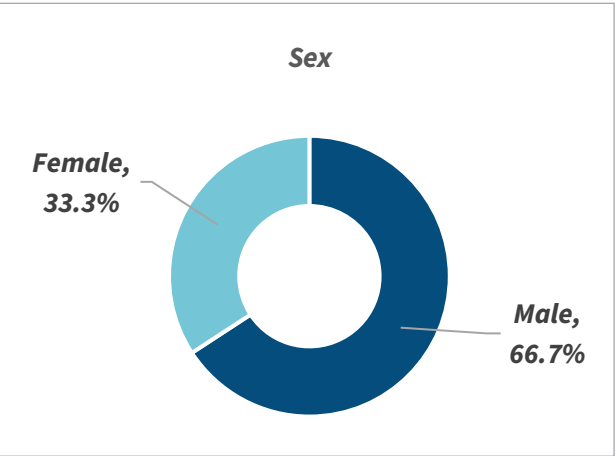
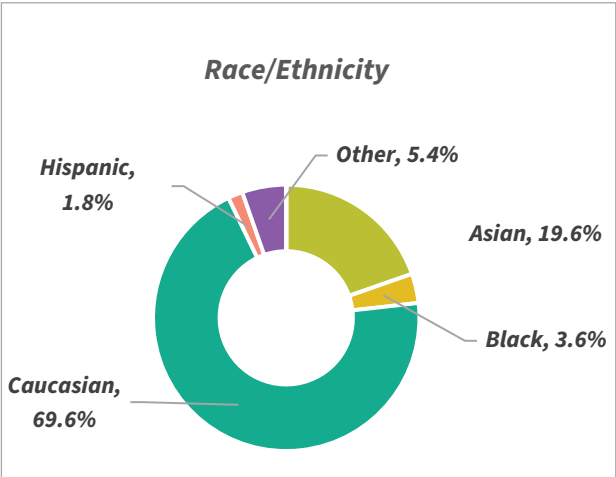
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Committee Chairs

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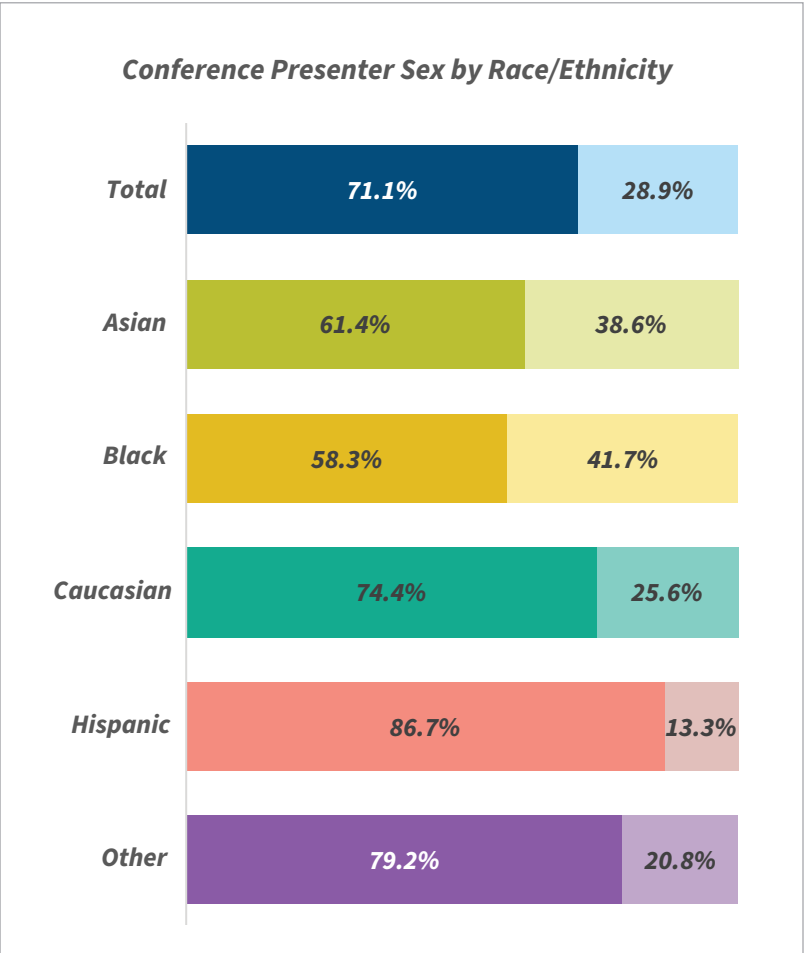
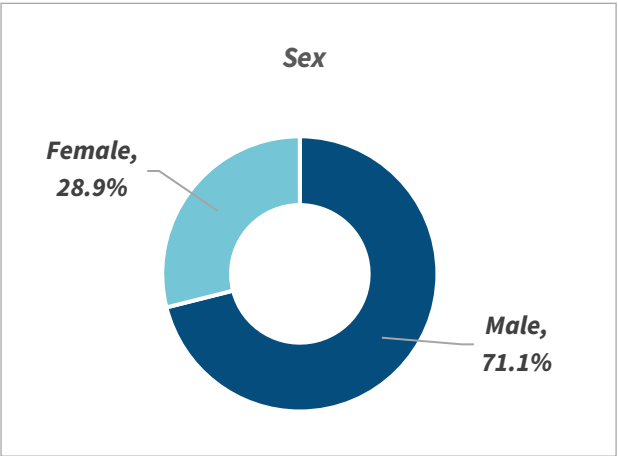
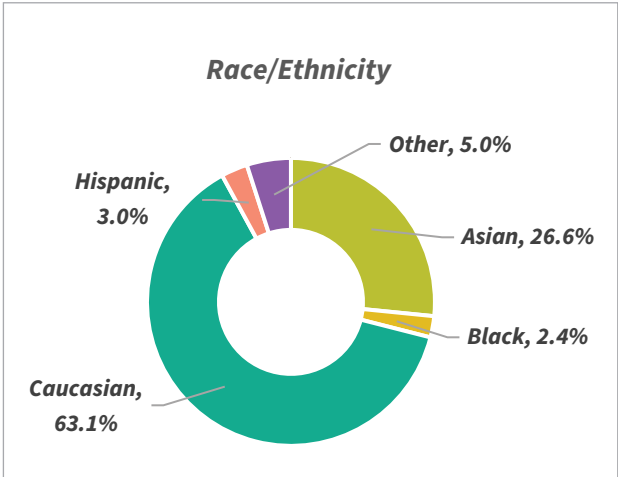


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Conference Presenters

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Methodology

Definitions of Groups – Members & Candidates

To be included in the report individuals must have provided self-reported race-ethnicity and/or sex.
All data is from time frames listed below:

- 2022 = as of 12/31/2022
- 2023 = as of 12/31/2023
- 2024 = as of 12/31/2024

| Race / Ethnicity | Headcount |
|------------------------|---|
| Membership – Worldwide | All FSAs and ASAs worldwide as of the last day of the selected time frames (listed above). |
| Membership – US | All FSAs and ASAs in the U.S. as of the last day of the selected time frames (listed above). |
| New Members – US | All ASAs in the U.S. earned their designation within the year from the selected time frames (listed above). |
| New Candidates - US | Also known as a First-Time Candidate; A unique candidate who, for the first time, sit for either Exam P or Exam FM. Exam must have sat for the exam for, attempted the exam, and have a record on their transcript with the event within the year occurring in the selected time frame. |
| Candidates – US | Also known as a Unique Candidate; Individuals in the US who register for at least one SOA education activity in 2023 (including registrations for any exam (Preliminary and/or FSA), modules (e.g., FAP, DMAC), APC, and/or FAC). An individual is only counted 1 time during a calendar year from the selected time frames (listed above). |

Definitions of SOA Leadership –SOA Membership Worldwide

To be included in the analysis individuals must have provided self-reported race-ethnicity and/or sex.
All data is from 1/1/2022- 12/31/2024

| Group | Definition |
|-----------------------|--|
| Elected Leaders | Have held a SOA Board and/or Section Council role within the past 3 years. |
| Volunteers | Have volunteered in any role at the SOA over the past 3 years |
| Committee Chairs | Among volunteers who have held a committee chair over the past 3 years. |
| Conference Presenters | Among volunteers who have presented at a SOA conference over the past 3 years. |

Share of Stakeholders Reporting Race/Ethnicity and Sex

This Section Provides an Overview of Members Reporting Their Race/Ethnicity and/or Their Sex in 2022, 2023, and 2024.

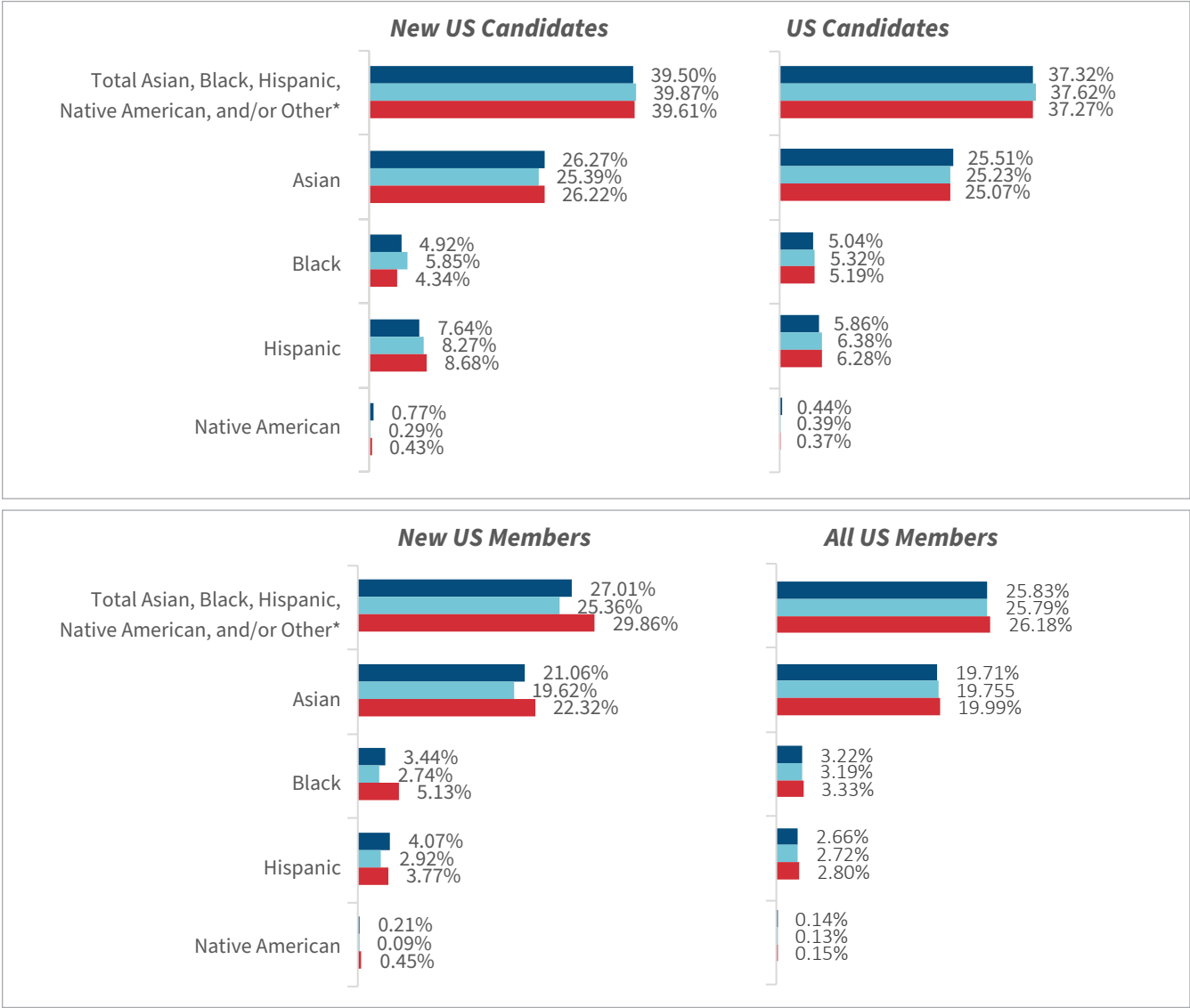
| Member and Candidate Race/Ethnicity | | | | | |
|-------------------------------------|-----------------|------------|------------------|-----------------------|-----------------|
| | Worldwide | US Members | New US Members | US Candidates | US New Entrants |
| 2022 | 34% | 33% | 63% | 77% | 84% |
| 2023 | 37% | 36% | 69% | 75% | 71% |
| 2024 | 39% | 38% | 77% | 75% | 63% |
| Member and Candidate Sex | | | | | |
| | Worldwide | US Members | New US Members | US Candidates | US New Entrants |
| 2022 | 92% | 92% | 97% | 92% | 85% |
| 2023 | 95% | 95% | 98% | 88% | 72% |
| 2024 | 95% | 95% | 98% | 86% | 64% |
| Leadership Race/Ethnicity and Sex | | | | | |
| | Elected Leaders | Volunteers | Committee Chairs | Conference Presenters | |
| Race/Ethnicity 2022-2024 | 54% | 35% | 50% | 30% | |
| Sex 2022-2024 | 95% | 75% | 97% | 63% | |

Note: We are proud to report that two-thirds or more candidates in the US have reported their race/ethnicity and gender. We encourage members to update their demographic information to allow us to report their information as accurately as possible.

Appendix – US Diverse Population

Among All US Membership and Candidates Who Reported at Least One Diverse Race/Ethnicity.

2022 2023 2024



- Notes:**
- The Society of Actuaries (SOA) is committed to creating opportunities for individuals with diverse backgrounds and perspectives to enter and succeed in the actuarial profession. We acknowledge that there is still work to be done in the Diversity, Equity and Inclusion (DE&I) space and are grateful to our partners for their dedication in helping us to provide the education and resources needed to positively impact the landscape of the profession.
 - The SOA diversity demographic data in this appendix provides a broader scope of the candidate and member racial and ethnic breakdown by year of those who self-reported as multiracial. As a result, the data in this appendix differs from the data in the main report.
 - Total US Members and Total US Candidates includes New US Members and New US Candidates.
 - Diverse population is defined as anyone who reported their race/ethnicity as Black, Hispanic, Native American, and/or Asian, including those who selected two or more options.