



SOA Diversity, Equity and Inclusion Committee Charter

PURPOSE/SCOPE

The purpose of the Society of Actuaries (SOA) Diversity, Equity and Inclusion Committee (DEIC) is to advise on and oversee the SOA's diversity, equity and inclusion strategy for the actuarial profession in the geographies and practice areas it serves.

The DEIC will recommend resources and programs to achieve the greatest effect on diversity, equity and inclusion for SOA members, candidates and potential future members in areas of awareness, recruitment, advancement, leadership, education, professional development and culture.

This committee will liaise with and support the SOA's work on the Joint Committee on Inclusion, Equity and Diversity with the Casualty Actuarial Society and will help extend the SOA's activity beyond these existing efforts.

The DEIC will identify best practices to build a successful diversity, equity and inclusion program for the SOA membership and candidate base in consultation with diversity and inclusion experts from a broad range of backgrounds, actuarial employers, members, and candidates, and others as needed.

This committee will be focused on the diversity, equity and inclusion of the profession while the SOA Leadership Team and Executive Director will oversee the diversity, equity and inclusion programs related to the SOA staff.

The SOA Diversity and Inclusion Statement is included as Appendix A.

AUTHORITY

The Diversity, Equity and Inclusion Committee (DEIC) is a standing committee of the SOA reporting to the Board of Directors via a Board liaison (who may, or may not, be the chair of the Committee). Committee members work together and with staff and retained experts to achieve the committee's stated responsibilities. The DEIC reports to and make recommendations to the SOA Board of Directors and/or Leadership Team.

COMPOSITION AND TERMS

Diversity, Equity and Inclusion Committee (DEIC) membership will consist of approximately 10 members, one of which will be a Board liaison and the others will be comprised of SOA members and nonmembers with subject matter expertise.

The Committee chair and Committee members will be appointed by the SOA President, with input from the Leadership Team. Additional input on appointments of the Committee members shall come from the Committee chair and appropriate SOA staff. The President may, with approval of the Leadership Team, remove members of the Committee at any time.

Committee members will serve a two-year term and can be appointed to serve two consecutive terms. Terms of the initial members of the Committee will be staggered to ensure that in subsequent years approximately half of the Committee members will be appointed each year.

The Chair will serve a one-year term as chair.

REPORTING/KEY RELATIONSHIPS

The DEIC reports to the Board and/or Leadership Team through regular reports and consultation. The committee will report on a regular basis, including detailed mid-year and year-end summaries of efforts, accomplishments, and demographics.

RESPONSIBILITIES

The key responsibilities of the DEIC are as follows:

- Working with the staff and the Board, develop and oversee the SOA strategy for increasing diversity, equity and inclusion in the Society of Actuaries membership and in the candidate pipeline;
- Develop short- and long-term goals with metrics for success; review and report to the Board on the metrics on a regular basis;
- Track and report on member demographics related to diversity to members, candidates and the Board;
- Identify and work with leading DEI subject matter experts including but not limited to SOA members, candidates and employers, to advise on DE&I strategy;
- Oversee the SOA's work with partner organizations and affinity groups, such as International Association of Black Actuaries (IABA), Organization of Latino Actuaries (OLA), The Actuarial Foundation, and Sexuality and Gender Alliance of Actuaries (SAGAA) and Gamma Iota Sigma (GIS), on diversity and inclusion projects. When needed, identify new partnerships;
- Advise on best practices to monitor candidate, member and leadership demographics related to diversity;
- Provide oversight and reporting of the actuarial profession's DE&I activities to members, candidates and the Board; and
- Implement programs and campaigns through staff.

The DEIC will meet monthly or as needed via teleconference.



Appendix A: SOA Diversity and Inclusion Statement

The SOA best fulfills its mission when it is diverse and inclusive of all individuals. Openness to and acceptance of diverse perspectives, cultures and backgrounds helps to attract the best talent and ensures the overall inclusivity of the actuarial profession.

The SOA welcomes the membership and participation of all individuals, regardless of race, ethnicity, religion, age, gender, sexual orientation, gender identity or expression, disability, or national origin.