



Article from

The Stepping Stone

August 2016

Issue 63

Diversity Spotlight

By Mitchell Stephenson

Welcome to the August 2016 Diversity Spotlight! The May 2016 issue of *The Stepping Stone* included an article on diversity by SOA Board member John Robinson titled “Diversity and the SOA.”¹ Going forward, *The Stepping Stone* will include a Diversity Spotlight. For this inaugural spotlight, there are two items to highlight.

The December 2015/January 2016 edition of *The Actuary* featured an article called “Building an Inclusive Work Environment,”² written by Linda Shepherd, FCAS, MAAA, and Kwame Davis, FCAS, MAAA. It highlights the reasons why increasing diversity and building an inclusive work environment are crucial to the future of the actuarial profession. It also lists several ways to get involved with organizations focused on increasing diversity amongst actuaries.

Also, the SOA Annual Meeting & Exhibit in October 2016 is expected to include a variety of sessions related to diversity—“Diversity in the Workplace,” “Inclusion and Diversity Committee Roundtable,” and “Women’s Leadership Forum and Luncheon” with presenter Sara Jordan-Block, the director of Leadership and

Research Programs at Stanford University’s Clayman Institute. For additional details on each of these sessions, visit: <https://www.SOA.org/Professional-Development/Event-Calendar/2016-SOA-Annual-Meeting---Exhibit.aspx>. We hope you can join us in Las Vegas for these sessions!

Earlier in 2016, the Society of Actuaries formed the Inclusion and Diversity Committee as a result of the SOA Actuarial Diversity Task Force’s recommendation to establish an oversight committee. The committee reports to the SOA Board of Directors and determines investments and programs to achieve the greatest impact on inclusion and diversity in the actuarial profession. For more information on the SOA diversity initiative, go to <https://SOA.org> and search for “diversity.”

If you or your organization have any actuarial diversity efforts or events to feature within our Diversity Spotlight going forward, please do not hesitate to contact *The Stepping Stone* directly at SteppingStone@JHACareers.com. ■



Mitchell Stephenson, FSA, MAAA, is a Friend of the Leadership & Development Section Council.

ENDNOTES

- ¹ Available online at www.SOA.org/ld.
- ² <http://theactuarymagazine.org/building-an-inclusive-work-environment/>.