

# SOA Diversity Report

As part of the Society of Actuaries (SOA)'s Long-Term Growth Strategy, the need for a more diverse, equitable and inclusive environment is an identifiable goal to positively impact and maximize the influence of the actuarial profession. We want all members and candidates to feel fully included and have equitable opportunities to pursue, develop, grow and succeed.

The Diversity, Equity, and Inclusion Committee (DEIC) works closely with our leadership and staff to support this journey, focusing its efforts on cultivating equitable and inclusive experiences, growing the actuarial pipeline by supporting underrepresented groups, and championing diversity, equity and inclusion (DEI) to serve the public through research.

Through the disclosure of demographic data and long-term goals, we strive to remain transparent and accountable in our DEI efforts. Since 2015, we have collected member voluntary racial, gender and ethnic demographic data.

"We are pleased to see a continual increase in self-reporting race/ethnicity over the past two years, from 27 percent in

2020 to 35 percent in 2022," said DEIC Chair Emily Hsu, FSA, CERA, FCIA. "As the SOA community voluntarily completes their profiles, we can paint a more accurate picture of our candidate and member base and identify future goals that strengthen the diversity of the workforce."

To paint that picture, the SOA used current data collected from aspiring actuaries to members with ASA or FSA designations. The SOA diversity demographic data on this report provides an overview of:

- Overall membership as of June 2022 for both the United States and worldwide,
- New members from January 2012 through June 2022 in the United States,
- New entrants to the examination pathway as of June 2022 in the United States,
- Leadership participation from June 2018 through June 2022 worldwide; and
- Comparison Benchmark Demographic Data: United States population age 25 and up, insurance industry employees, and completed STEM bachelor's degrees.

## Reporting Information

The reporting percentage varies across demographics:

**Race/Ethnicity**  
**35%** of worldwide members  
**33%** of U.S. members  
**70%** of U.S. new members  
**86%** of U.S. new entrants

**Sex**  
**97%** of worldwide members  
**98%** of U.S. members  
**99%** of U.S. new members  
**85%** of U.S. new entrants

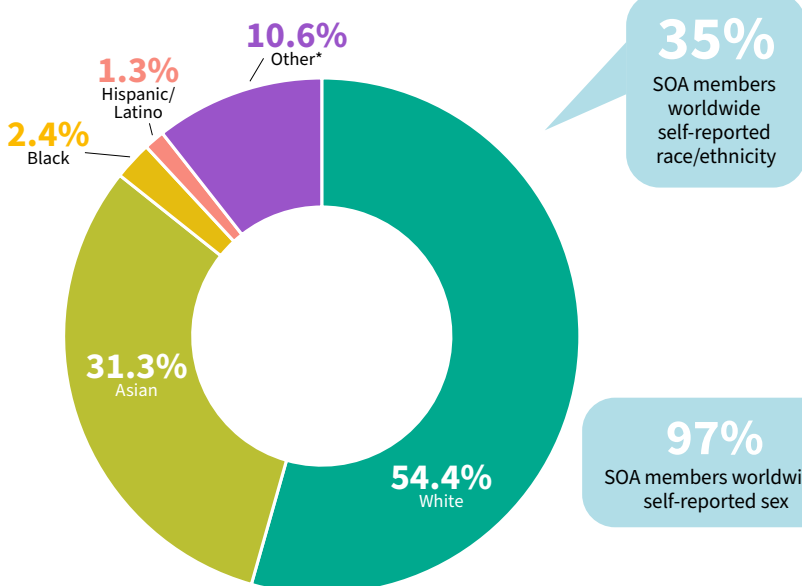


## Membership – Worldwide

Based on those reporting

### By Race/Ethnicity

JUNE 2022



### Sex By Race/Ethnicity

JUNE 2022

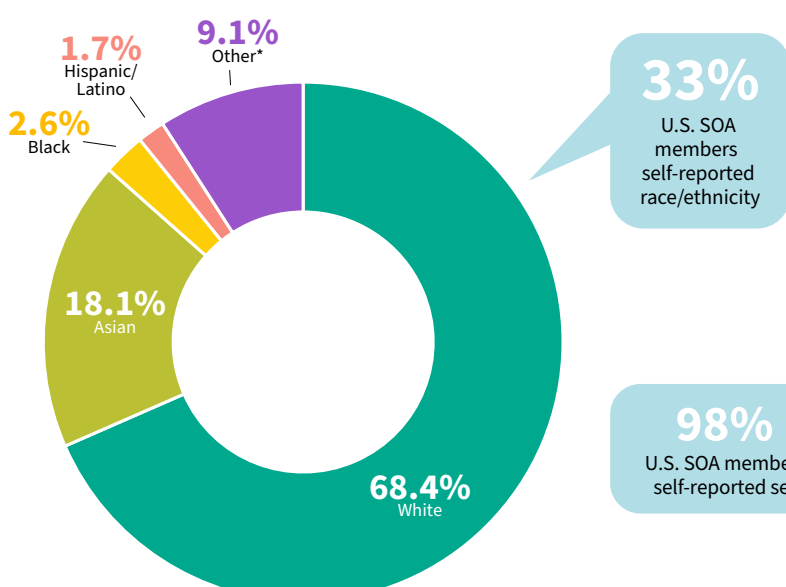
	MALE	FEMALE
White	71.8%	28.2%
Asian	59.1%	40.9%
Black	66.8%	33.2%
Hispanic/Latino	75.7%	24.3%
Other*	73.9%	26.1%
All	66.4%	33.6%

## Membership – U.S.

Based on those reporting

### By Race/Ethnicity

JUNE 2022



### Sex By Race/Ethnicity

JUNE 2022

	MALE	FEMALE
White	71.8%	28.2%
Asian	52.9%	47.0%
Black	67.9%	32.1%
Hispanic/Latino	73.2%	26.8%
Other*	68.7%	21.6%
All	66.7%	31.2%

New Member is defined as new ASAs.

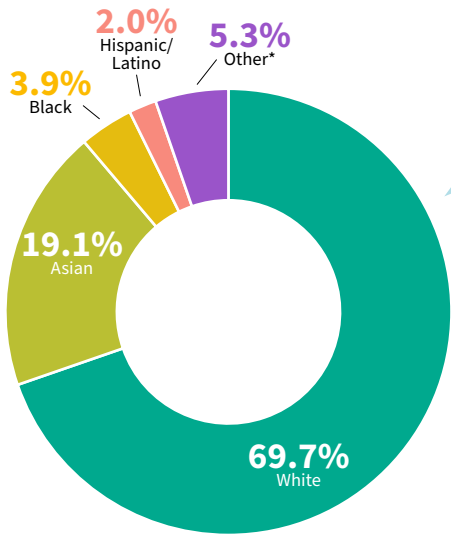
New Entrants is defined as individuals that Took Exam P or Exam FM or both in the calendar year AND did NOT take Exam P or Exam FM or both in any prior calendar year.

\*Other: Member selected one of Native American or Other; or selected two or more race/ethnic groups

# New Members – U.S.

Based on those reporting

**By Race/Ethnicity**  
2012-2022



**70%**  
New SOA U.S. members between 2012–2022 self-reported race/ethnicity

**99%**  
New SOA U.S. members between 2012–2022 self-reported sex

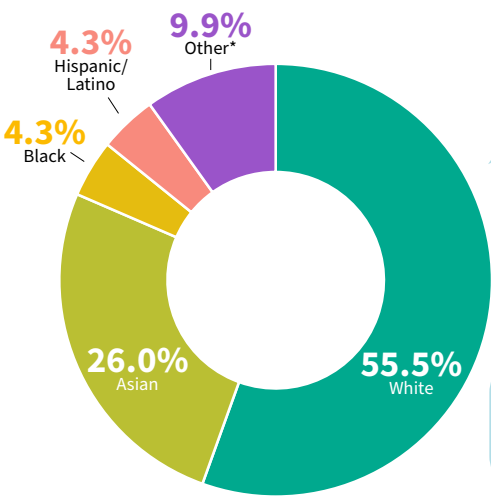
**Sex By Race/Ethnicity**  
2012-2022

	MALE	FEMALE
White	63.2%	30.2%
Asian	55.3%	44.7%
Black	73.9%	26.1%
Hispanic/Latino	75.0%	25.0%
Other*	69.7%	32.1%
All	61.8%	38.2%

# New Entrants – U.S.

Based on those reporting

**By Race/Ethnicity**  
JUNE 2022



**86%**  
New SOA U.S. new entrants self-reported race/ethnicity

**85%**  
New SOA U.S. new entrants self-reported sex

**Sex By Race/Ethnicity**  
JUNE 2022

	MALE	FEMALE
White	67.2%	32.8%
Asian	60.5%	39.5%
Black	55.6%	44.4%
Hispanic/Latino	63.0%	37.0%
Other*	69.5%	30.5%
All	64.8%	35.2%

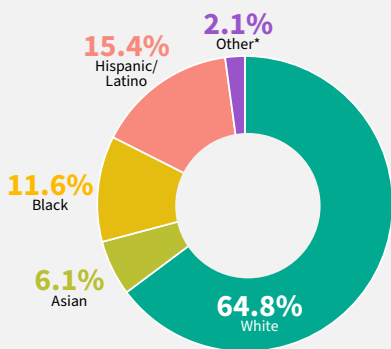
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# External Benchmarks

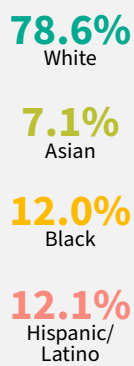
**U.S. Population**  
AGES 25 AND UP



	MALE	FEMALE
White	48.5%	51.5%
Asian	46.8%	53.2%
Black	45.0%	55.0%
Hispanic/Latino	49.7%	50.3%
Other*	46.4%	53.6%
All	48.2%	51.8%

Source: US population, Ages 25 and up, for 2018 based on US Census Bureau Current Population Survey data.

**Insurance Industry Employees**



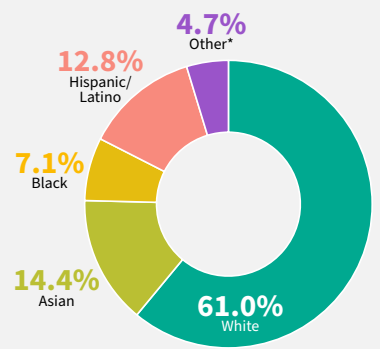
	MEN†	WOMEN
All	41.4%	58.6%

†Men is extrapolated from Women

Notes: Most Bureau of Labor Statistics (BLS) publications of CPS data show only selected race groups: White, Black or African American, and Asian. These three groups will not sum to the total (or 100 percent).

Sources: Survey data; Insurance Bureau of Labor Statistics Industry Employment Table

**STEM Bachelors Degrees**



	MALE	FEMALE
White	61.8%	38.2%
Asian	54.2%	45.8%
Black	70.1%	29.9%
Hispanic/Latino	74.5%	25.5%
Other*	77.6%	22.4%
All	63.3%	36.7%

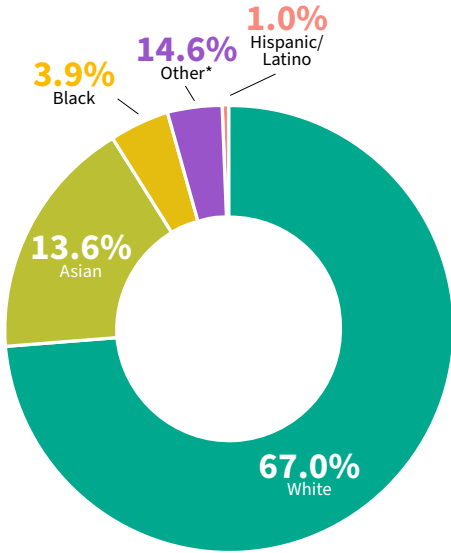
Source: Technology, Engineering and Math (STEM) Bachelors Degree Conferred in 2018–2019 based on National Center for Education Statistics Digest of Education Statistics

# SOA Leadership – Worldwide

Based on those reporting

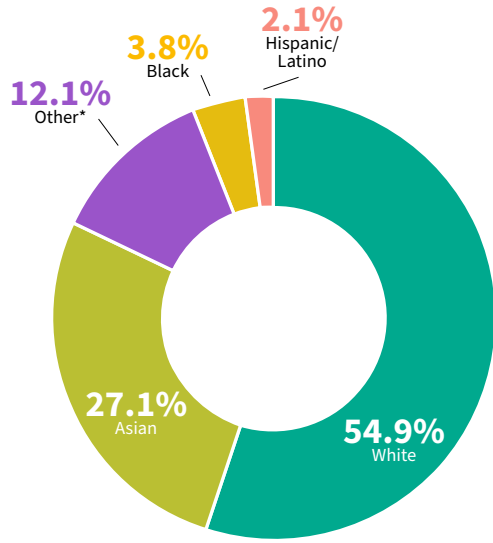
## By Race/Ethnicity

**Elected Leaders\*\***  
LAST 5 YRS



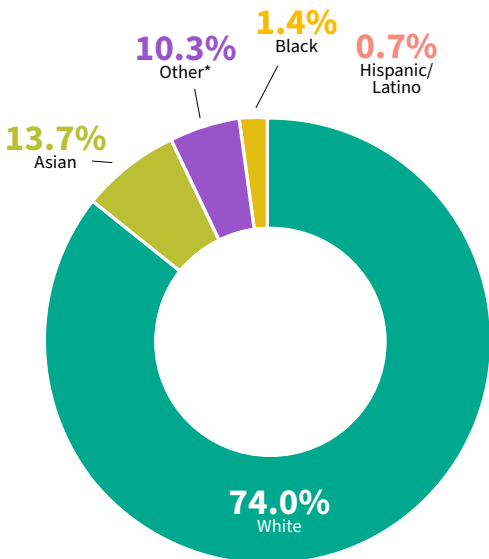
**50%** SOA member elected leaders worldwide self-reported race/ethnicity

**Volunteers**  
LAST YEAR



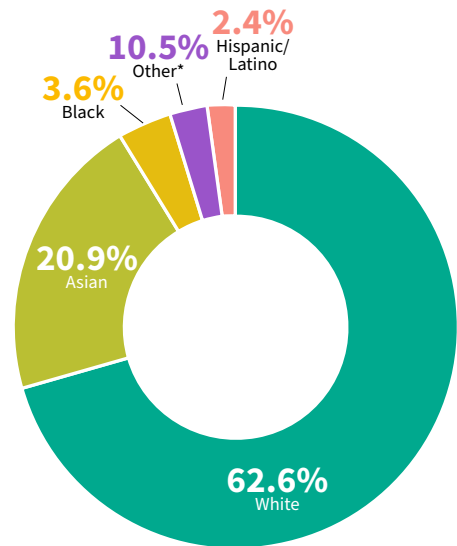
**35%** SOA member volunteers worldwide self-reported race/ethnicity

**Committee Chairs**  
LAST 3 YRS



**50%** SOA member committee chairs worldwide self-reported race/ethnicity

**Conference Presenters**  
LAST 3 YRS



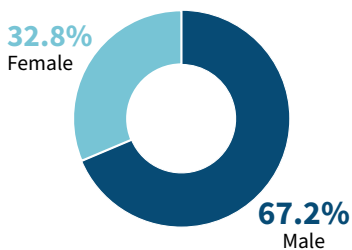
**26%** SOA member conference presenters worldwide self-reported race/ethnicity

# SOA Leadership – Worldwide

Based on those reporting

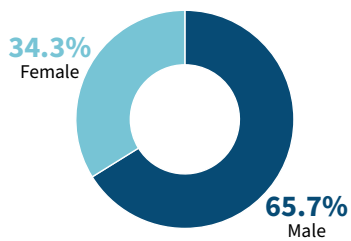
## By Sex

**Elected Leaders\*\***  
LAST 5 YRS



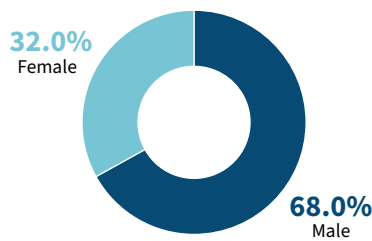
**99%** SOA member elected leaders worldwide self-reported sex

**Volunteers**  
LAST YEAR



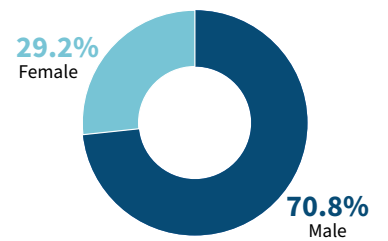
**82%** SOA member volunteers worldwide self-reported sex

**Committee Chairs**  
LAST 3 YRS



**97%** SOA member committee chairs worldwide self-reported sex

**Conference Presenters**  
LAST 3 YRS



**64%** SOA member conference presenters worldwide self-reported sex

\*Other: Member selected one of Native American or Other; or selected two or more race/ethnic groups

\*\*Elected leaders are Board and Section Council members