Society of Actuaries®

2025 Society of Actuaries Member and Candidate Demographics Report

Annual report on race/ethnicity and sex

Diversity Report

The Society of Actuaries (SOA) Diversity Report provides an overview of demographic data collected from January to December of 2025. It reflects our ongoing commitment to transparency and helps guide efforts aimed at building a more diverse and inclusive global actuarial profession.

SOA leadership and staff work closely with the Diversity, Equity, and Inclusion Committee (DEIC) to support guiding principles that reinforce our focus on creating a respectful, welcoming environment for all members and candidates. These principles also shape priorities that support global growth and a stronger member experience.

This year's report highlights data across several key areas:

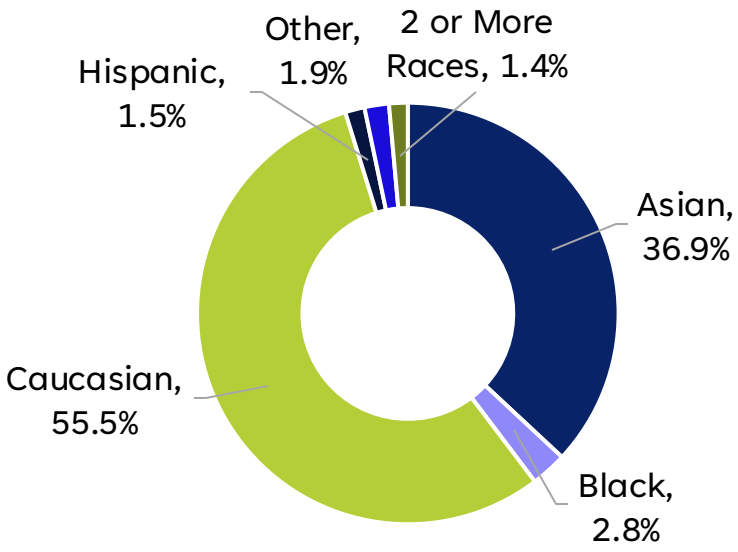
- Total SOA membership in the U.S. and globally
- New members in the U.S.
- Candidates entering the exam pathway
- Representation among volunteers and leadership roles worldwide

Thank you to our members and candidates who voluntarily share demographic information such as race, ethnicity and gender through their online SOA profiles. This self-reported data helps us track and build a clearer picture of our evolving community. If you haven't done so already, we encourage all members and candidates to share this data.

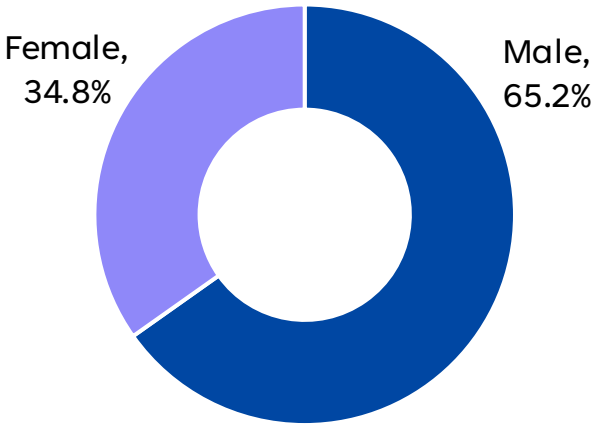
Worldwide Membership Race/Ethnicity and Sex

Data includes members globally who reported their race/ethnicity and/or sex

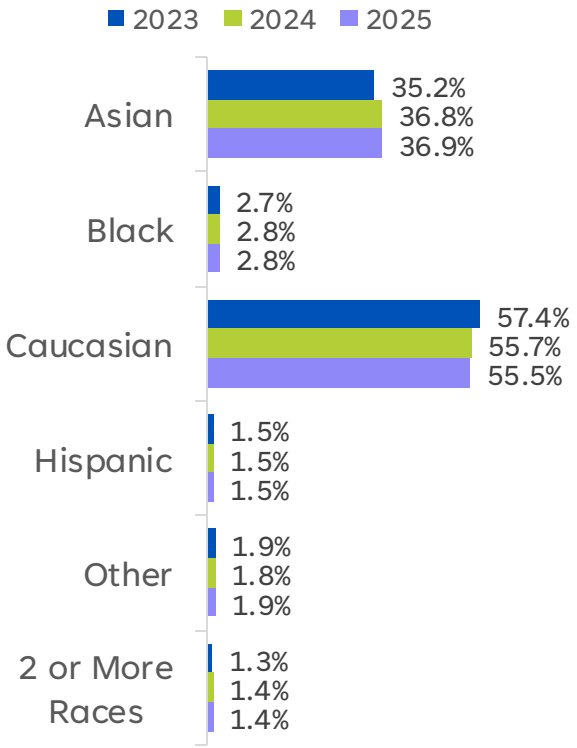
2025 Race/Ethnicity



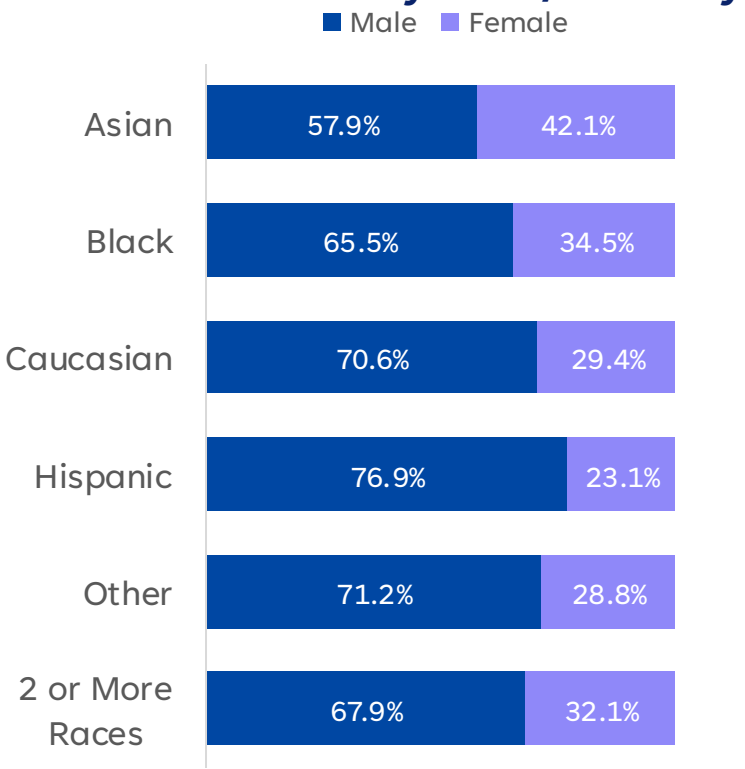
2025 Sex



Race/Ethnicity by Year



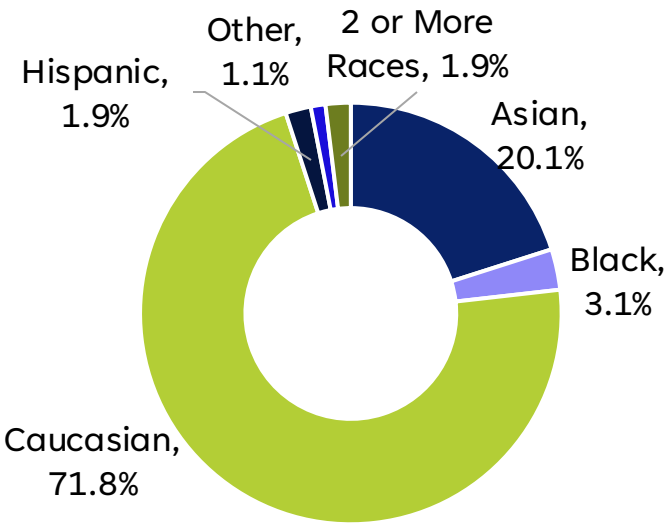
2025 Sex by Race/Ethnicity



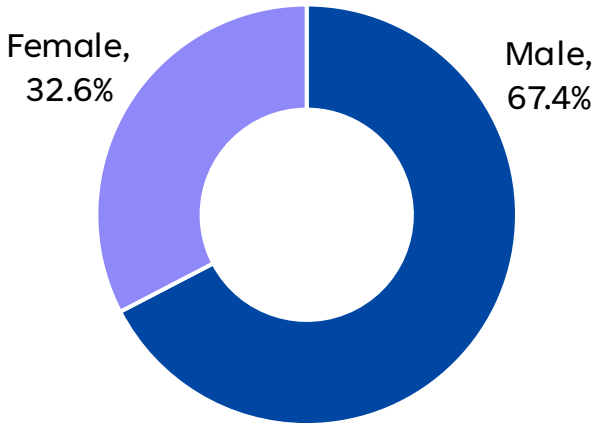
U.S. Membership Race/Ethnicity and Sex

Data includes U.S. members who reported their race/ethnicity and/or sex

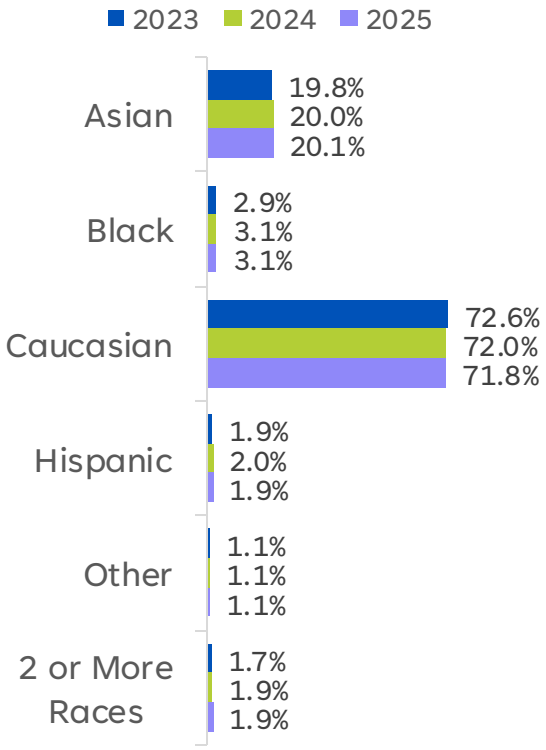
2025 Race/Ethnicity



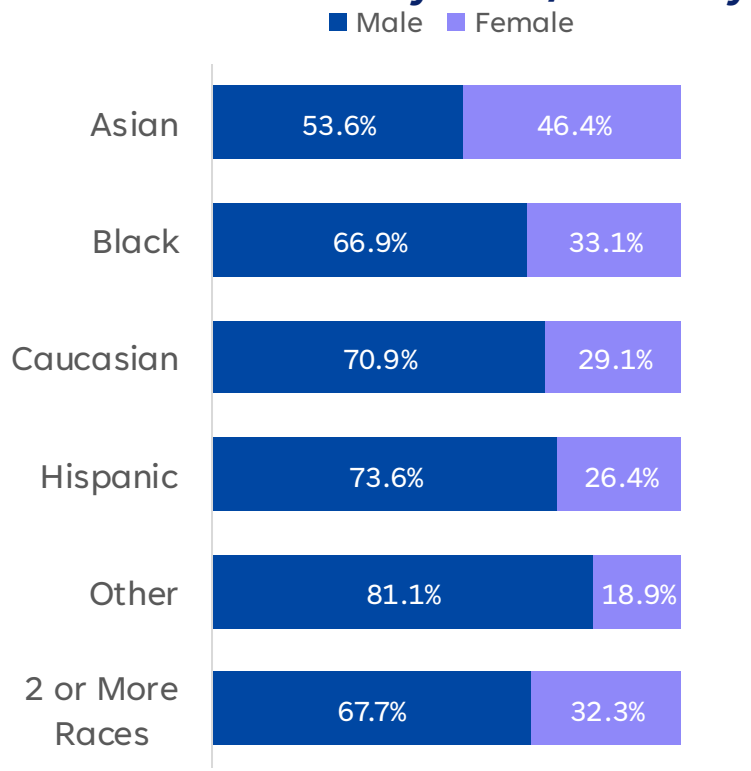
2025 Sex



Race/Ethnicity by Year



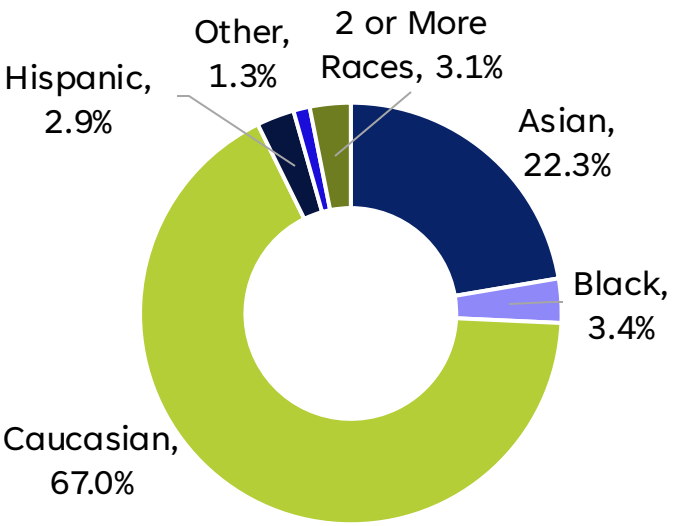
2025 Sex by Race/Ethnicity



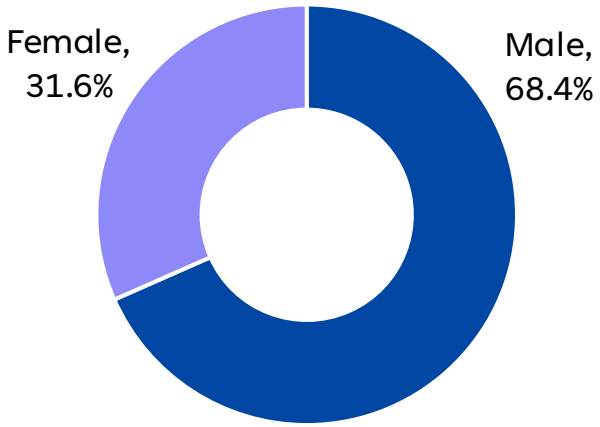
New U.S. Membership Race/Ethnicity and Sex

Data includes new members who reported their race/ethnicity and/or sex

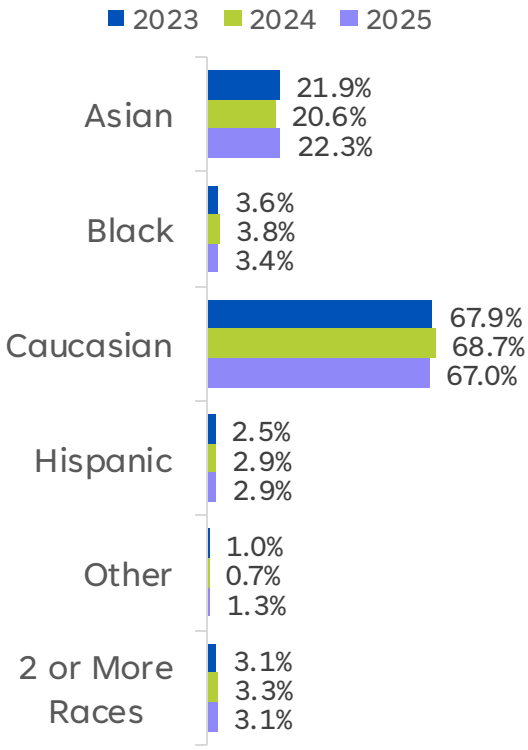
2025 Race/Ethnicity



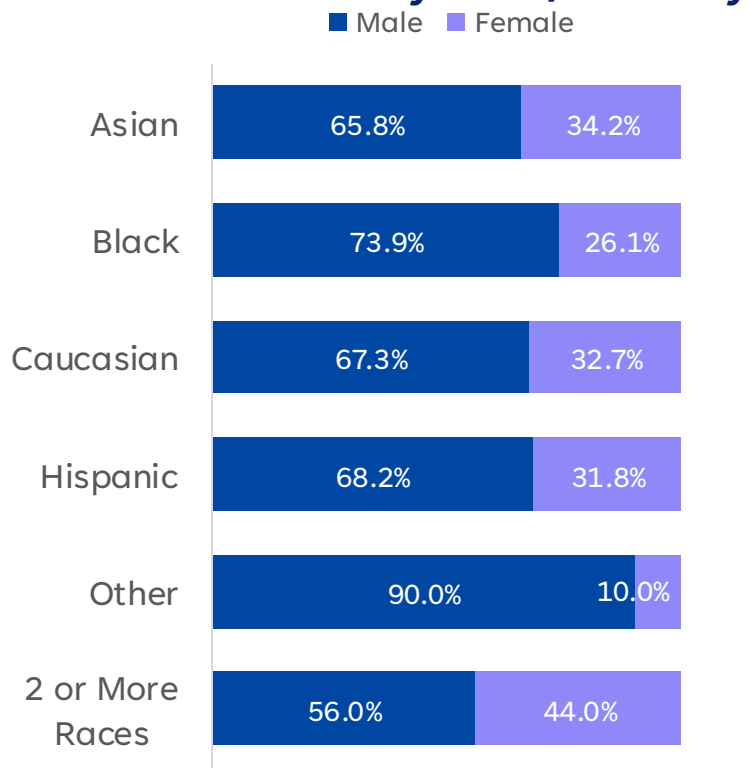
2025 Sex



Race/Ethnicity by Year



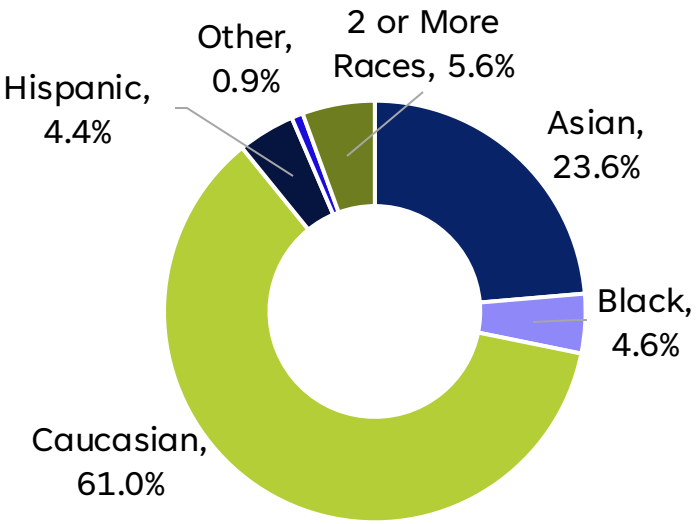
2025 Sex by Race/Ethnicity



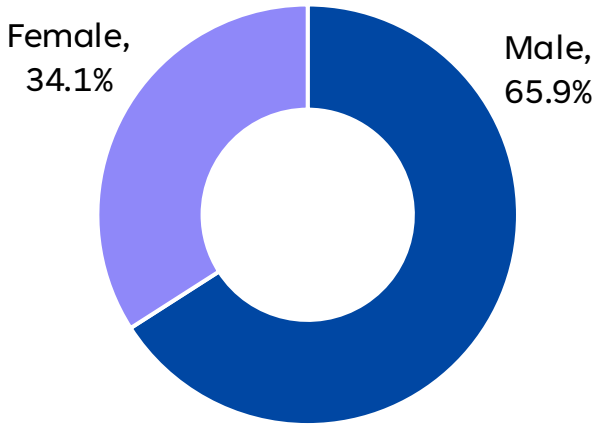
U.S. Candidates Race/Ethnicity and Sex

Data includes U.S. candidates who reported their race/ethnicity and/or sex

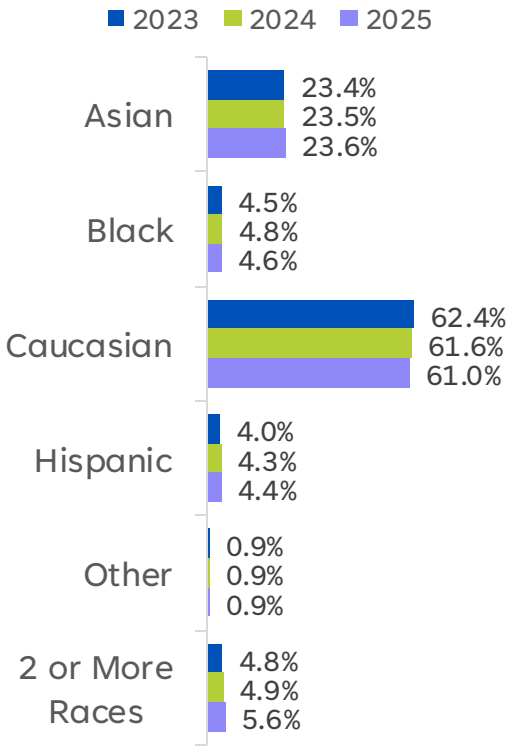
2025 Race/Ethnicity



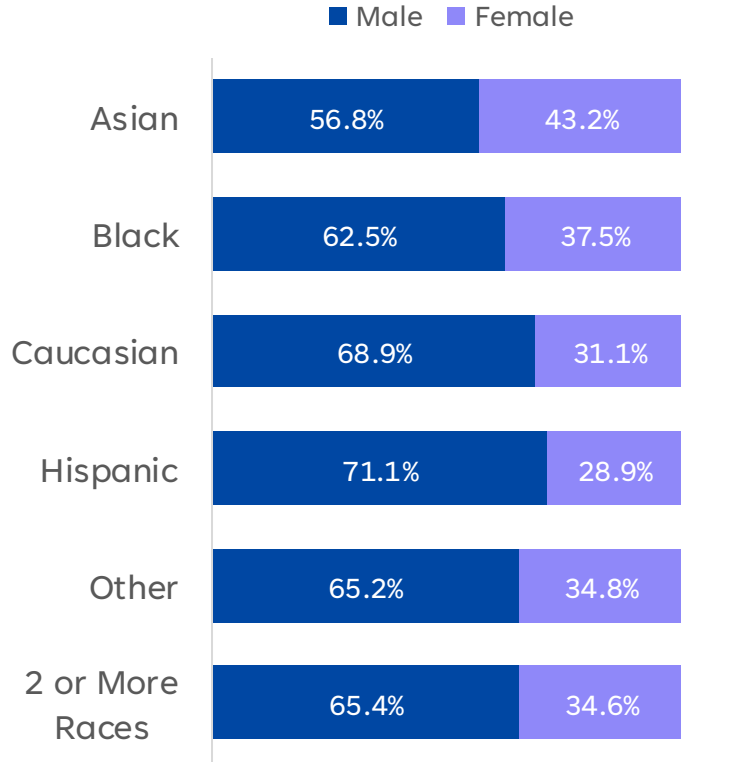
2025 Sex



Race/Ethnicity by Year



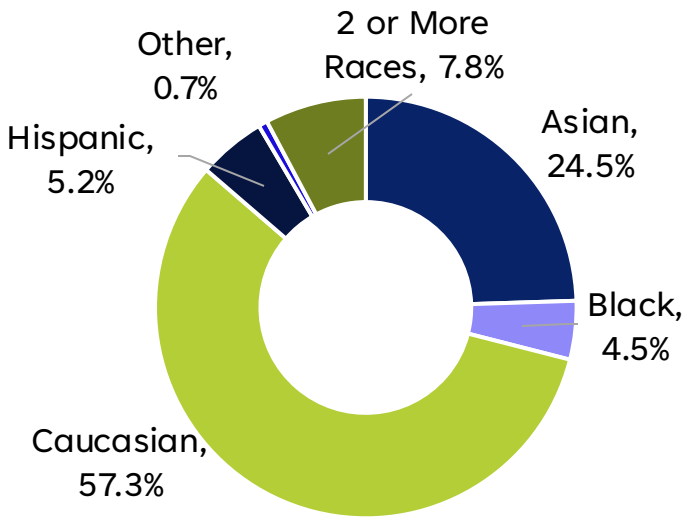
2025 Sex by Race/Ethnicity



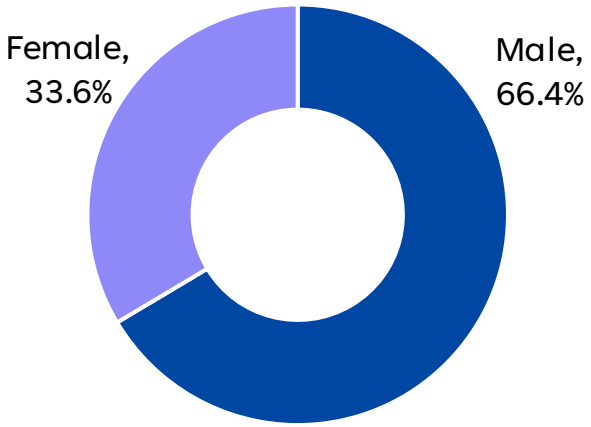
New U.S. Candidates Race/Ethnicity and Sex

Data includes new U.S. candidates who their race/ethnicity and/or sex

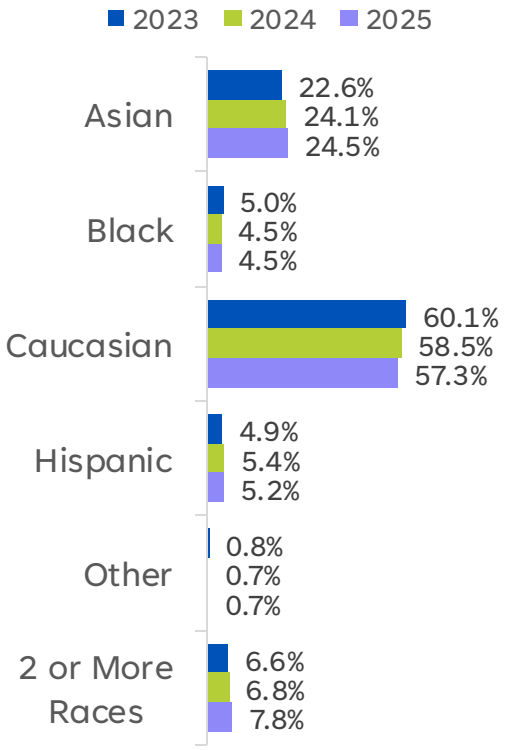
2025 Race/Ethnicity



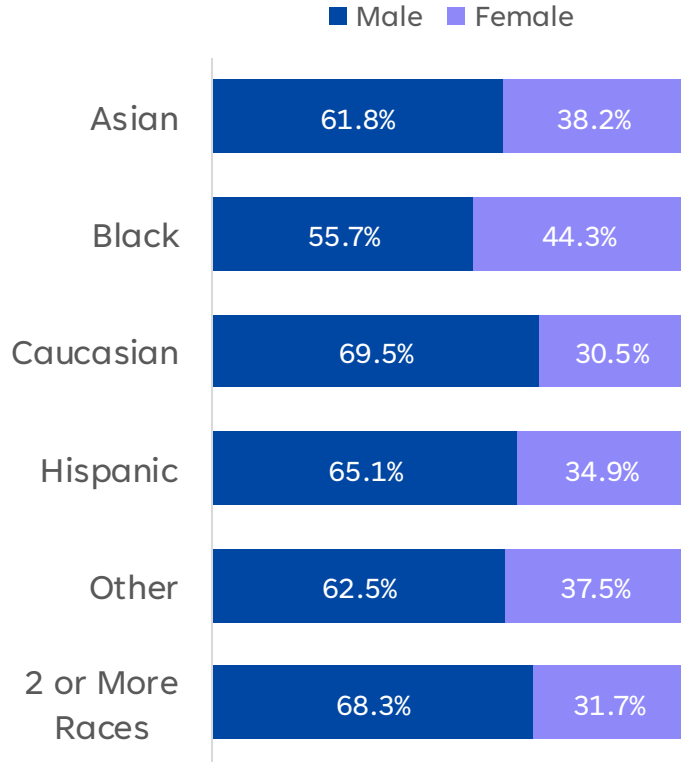
2025 Sex



Race/Ethnicity by Year

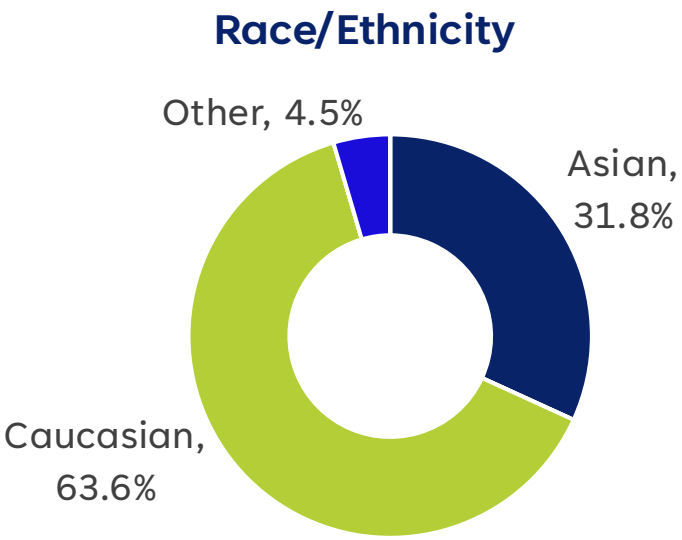


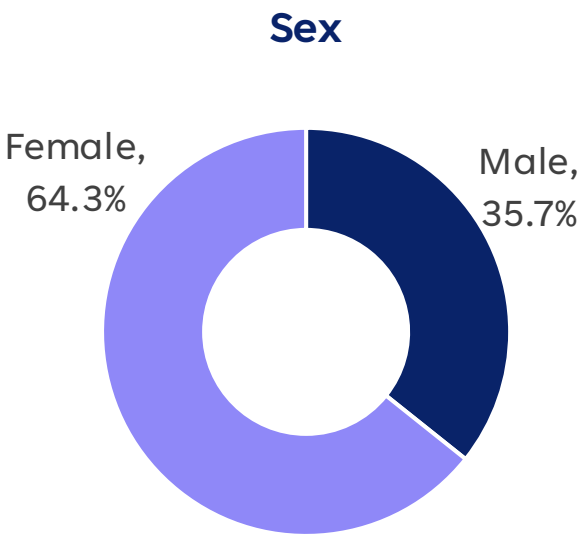
2025 Sex by Race/Ethnicity

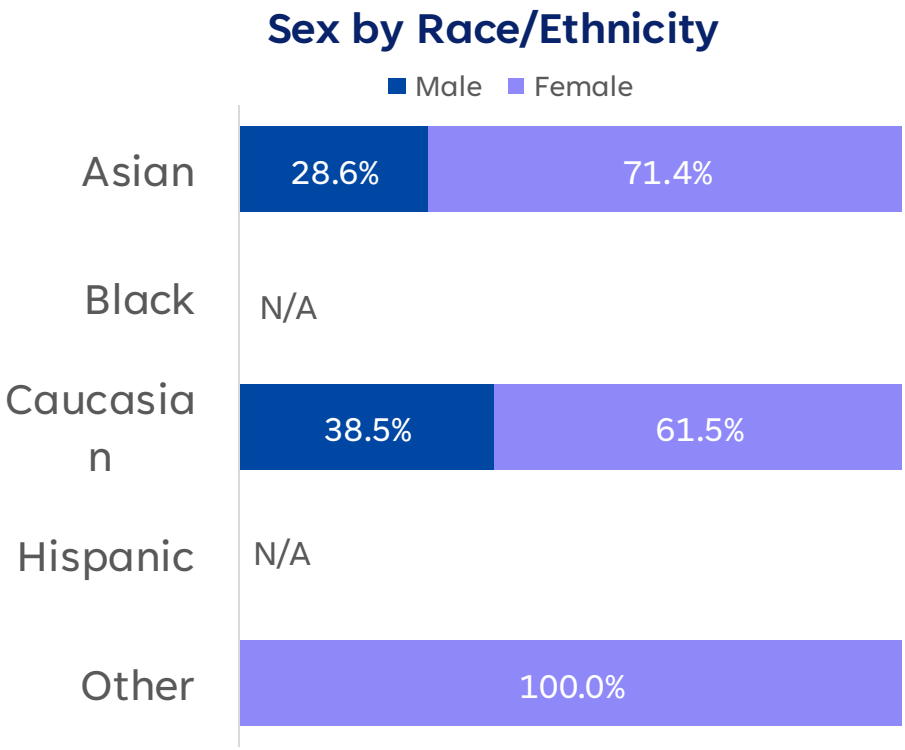


Worldwide Elected Leaders Race/Ethnicity and Sex

Data is from 2023-2025 among individuals who reported; Other includes individuals who reported 2 or more races

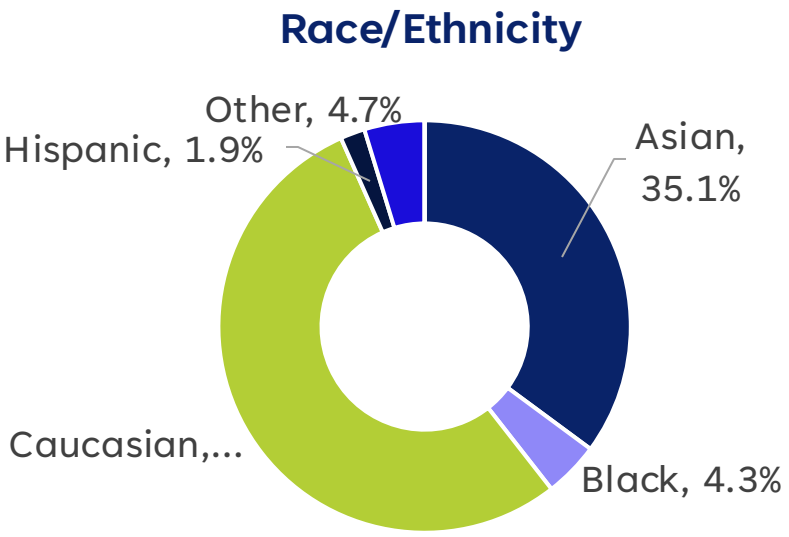


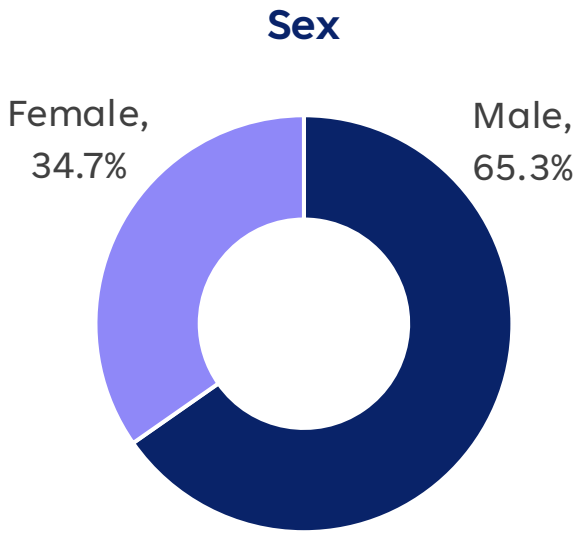


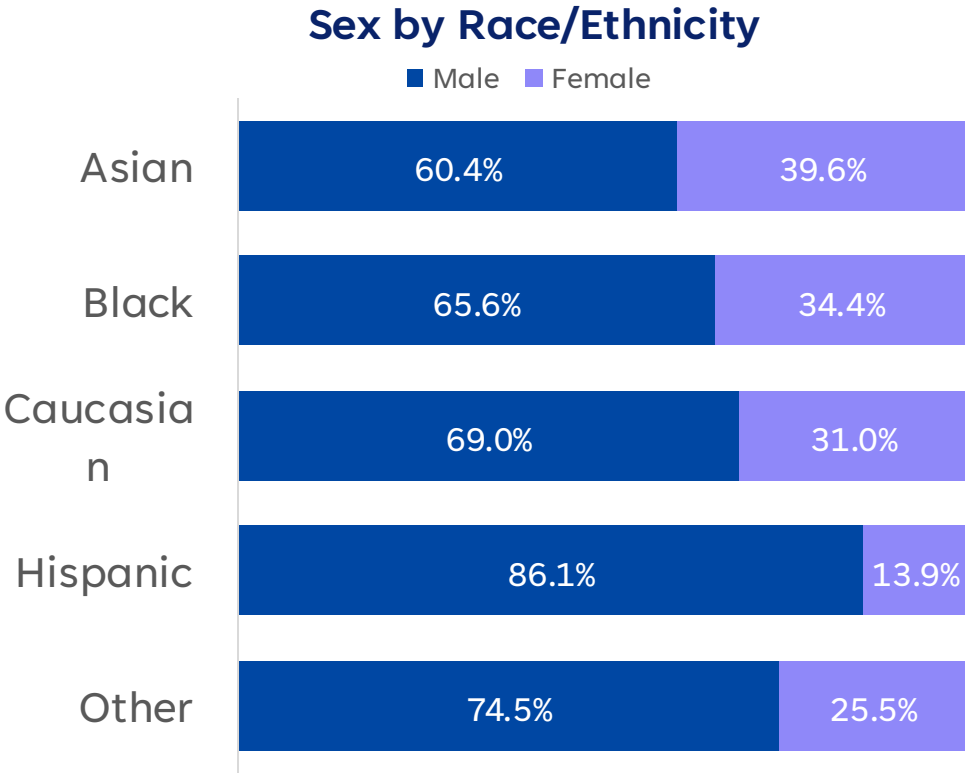


Worldwide Volunteer Race/Ethnicity and Sex

Data is from 2023-2025 among individuals who reported; Other includes individuals who reported 2 or more races



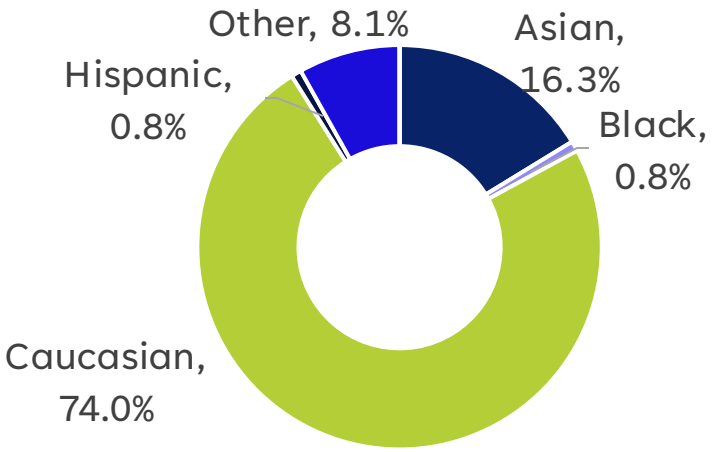




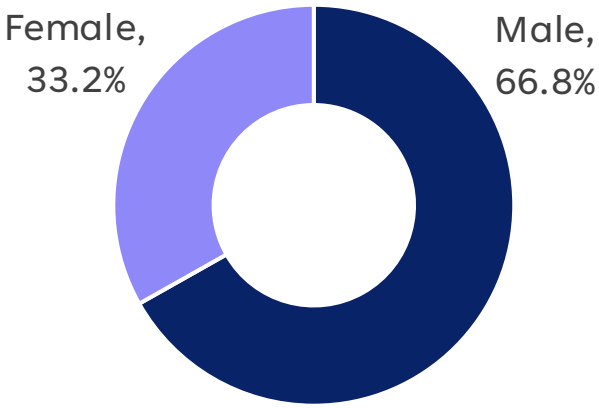
Worldwide Committee Chair Race/Ethnicity and Sex

Data is from 2023-2025 among individuals who reported; Other includes individuals who reported 2 or more races

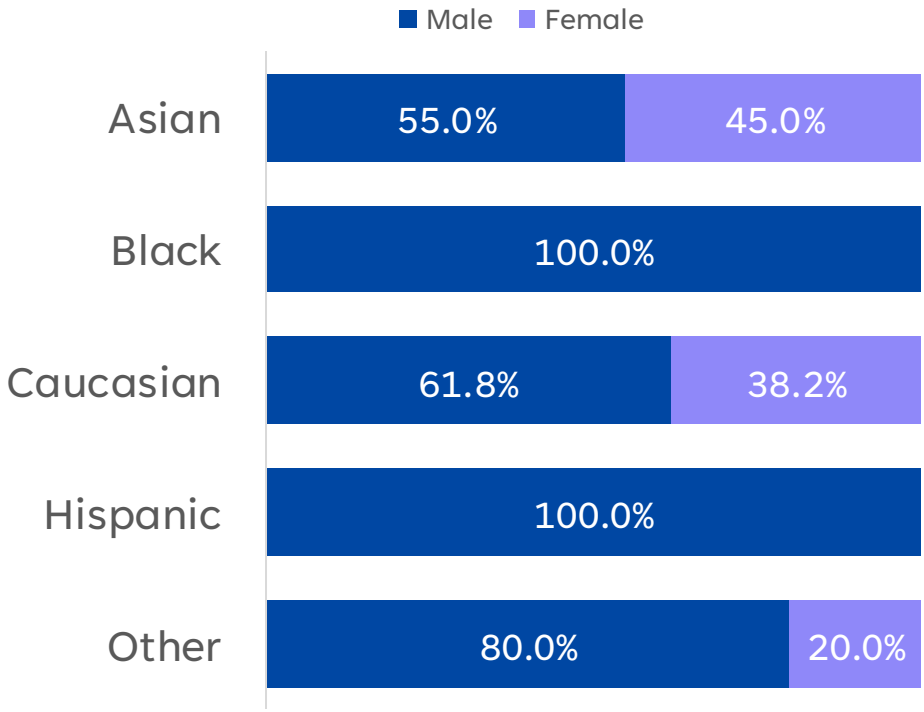
Race/Ethnicity



Sex

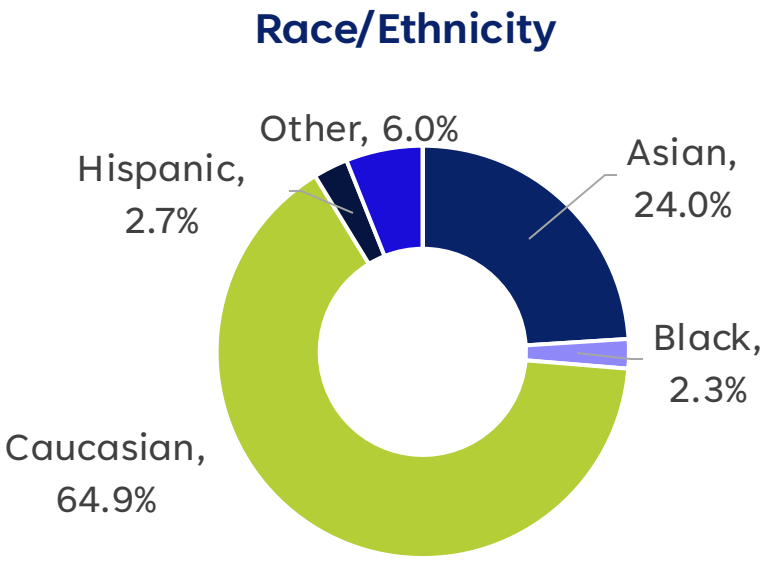


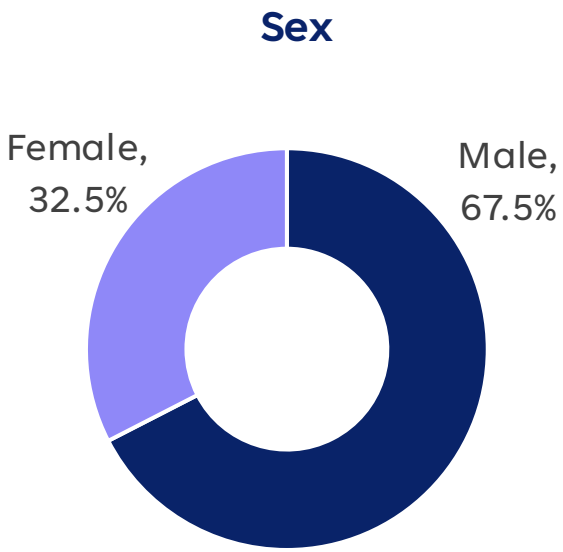
Sex by Race/Ethnicity

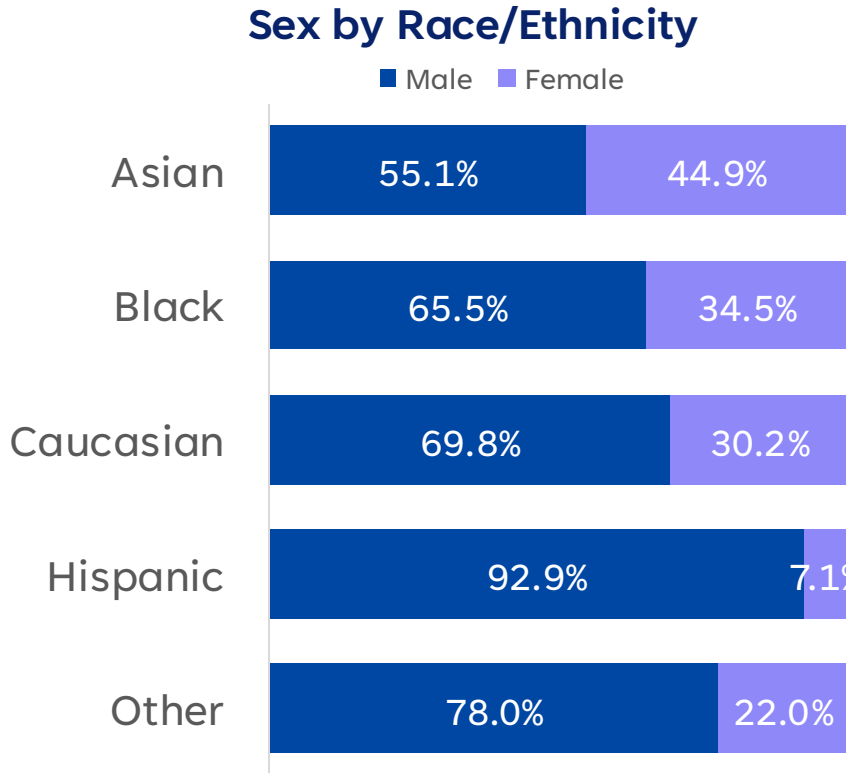


Worldwide Conference Presenter Race/Ethnicity and Sex

Data is from 2023-2025 among individuals who reported; Other includes individuals who reported 2 or more races







Appendix

This section contains:

- Definitions of each reporting groups
- Share of each reporting group who reported race/ethnicity and sex
- Share of each reporting group who reported at least one non-Caucasian race/ethnicity

Reporting Groups

To be included in the analysis individuals must have provided self-reported race-ethnicity and/or sex.

All data is from time frames listed below:
2023 = as of 12/31/2023
2024 = as of 12/31/2024
2025 = as of 12/31/2025

Group	Definition
Worldwide Membership	All FSAs and ASAs worldwide as of the last day of the selected time frames (listed above).
Total U.S. Membership	All FSAs and ASAs in the U.S. as of the last day of the selected time frames (listed above).
New U.S. Membership	All ASAs in the U.S. earned their designation from the selected time frames (listed above).
Total U.S. Candidates	Individuals in the US who register for at least one SOA education activity in a respective year (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); Also known as a Unique Candidate.
New U.S. Candidates	An individual who, for the first time, sat 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 occurring in the selected time frame; Also known as a First-Time Candidate.

Share Reporting Race/Ethnicity and Sex

Data includes members who reported 2023-2025 race/ethnicity and/or sex

Race/Ethnicity					
	Worldwide Members	U.S. Members	New U.S. Members	U.S. Candidates	New U.S. Candidates
2023	39%	37%	91%	76%	72%
2024	40%	39%	92%	75%	67%
2025	39%	37%	83%	71%	57%

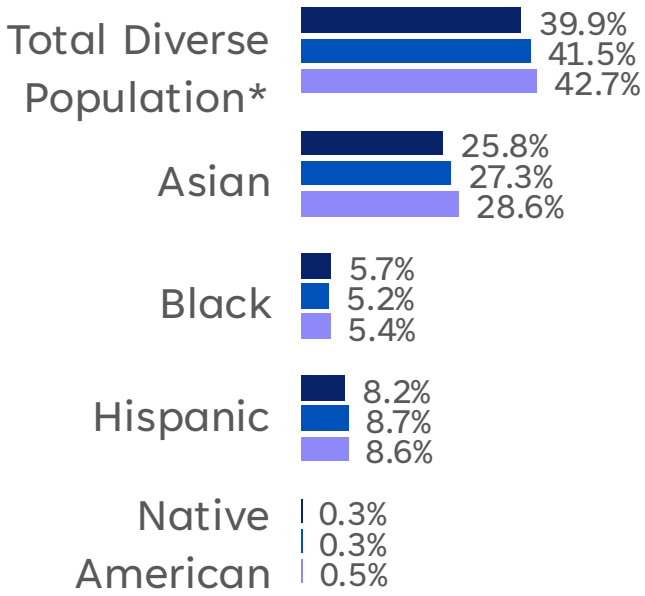
Member and Candidate Sex					
	Worldwide Members	U.S. Members	New U.S. Members	U.S. Candidates	New U.S. Candidates
2023	95%	95%	98%	88%	72%
2024	95%	94%	97%	83%	65%
2025	94%	94%	93%	78%	62%

Worldwide Leadership and Volunteers (Total Reported 2023-2025)				
	Elected Leaders	Volunteers	Committee Chairs	Conference Presenters
Race/Ethnicity	73%	39%	57%	38%
Sex	93%	70%	95%	68%

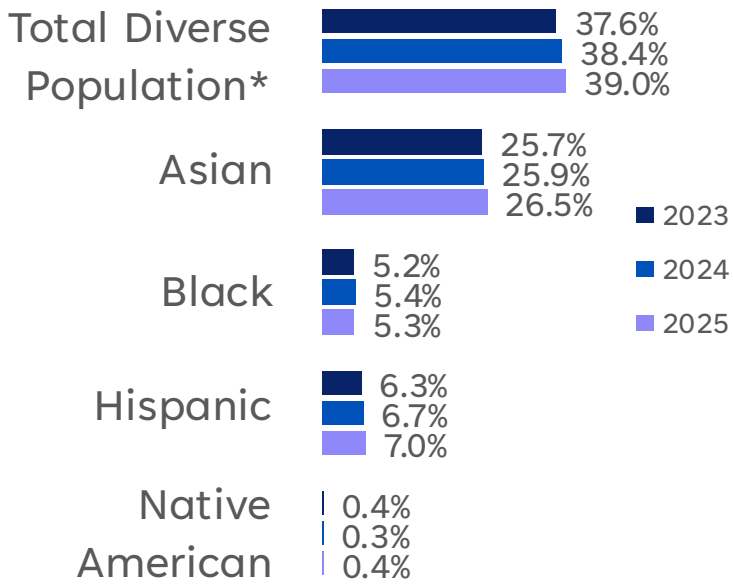
U.S. Diverse Population

Data shows the total number who selected each non-Caucasian race/ethnicity among all US members and candidates who reported at least one race/ethnicity.

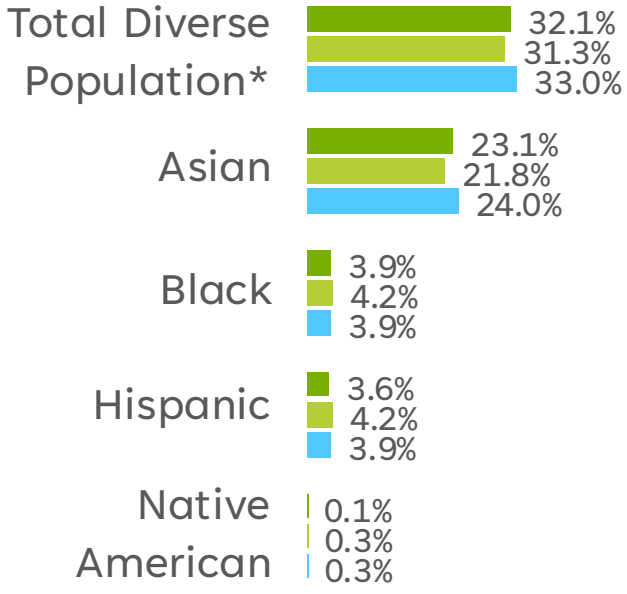
New U.S. Candidates



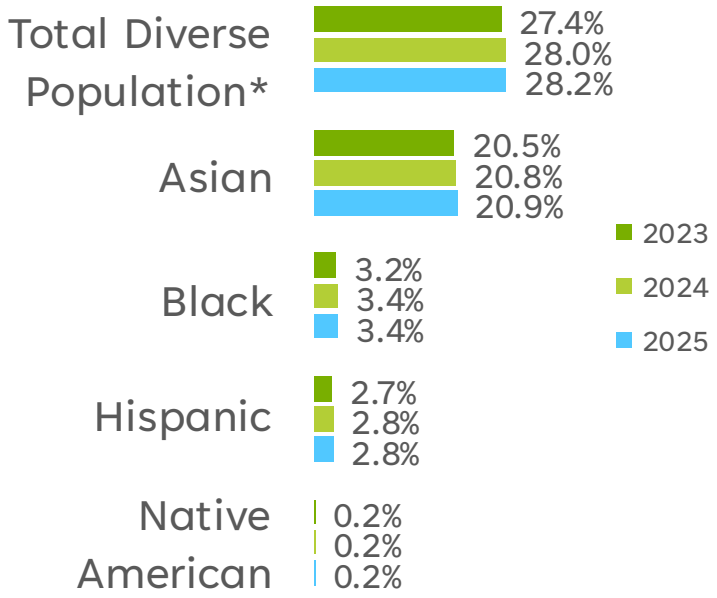
Total U.S. Candidates



New U.S. Members



Total U.S. Members



*Asian, Black, Hispanic, Native American, and/or Other

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