

SOA Diversity Report

The Society of Actuaries (SOA) believes that having a diverse workforce improves performance and decision-making and makes the profession stronger. In June 2020, our Board of Directors launched a new Diversity, Equity and Inclusion (DEI) strategic initiative and integrated it into our Long-Term Growth Strategy – SOA® Exponential Opportunities. Both of these actions support our efforts to increase diversity in membership and in the actuarial profession.

Over the last several months, the SOA launched an effort to have members and candidates update their member profiles and provide demographic data (race, ethnicity, sex and other categories). With this information, we built our member and new entrant to the examination pathway infographic.

This diversity report provides us with a base to help set goals and establish accountability for our DEI initiatives. It will also allow us to maintain transparency of the diversity status.

The SOA Diversity demographic data on this page provides an overview of:

- Overall membership as of December 2020 for both the United States and worldwide
- New members between 2010-2020 in the United States
- New entrants to the examination pathway for 2020 in the United States
- Volunteer and leadership participation for 2020 worldwide; and
- Comparison Benchmark Data: United States populations age 25 and up, insurance industry employees, and STEM bachelor’s degrees.

Reporting Information

The reporting percentage varies across demographics:

Race/Ethnicity

27% of worldwide members
26% of U.S. members
30% of U.S. new members
86% of U.S. new entrants

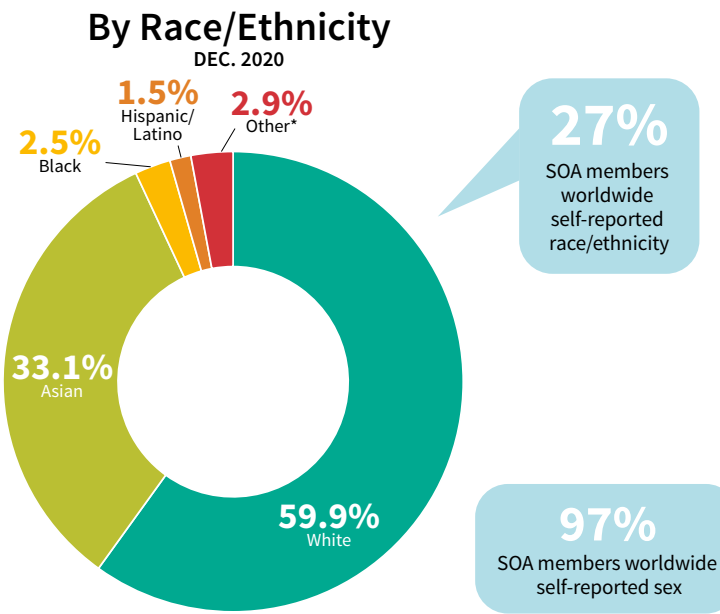
Sex

97% of worldwide members
97% of U.S. members
95% of U.S. new members
88% of U.S. new entrants



Membership – Worldwide

Based on those reporting

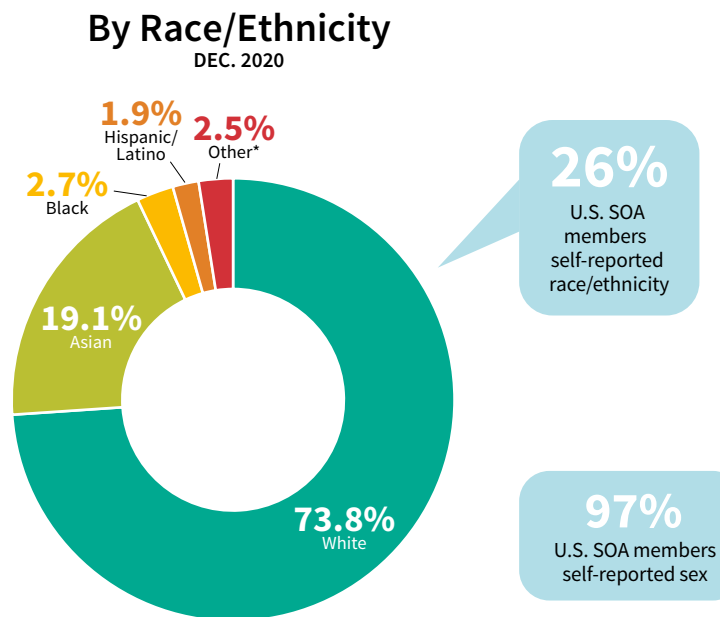


Sex By Race/Ethnicity
DEC. 2020

	MALE	FEMALE
White	73.3%	26.7%
Asian	60.3%	39.7%
Black	67.9%	32.1%
Hispanic/Latino	76.4%	23.6%
Other*	75.5%	24.5%
All	66.9%	33.1%

Membership – U.S.

Based on those reporting



Sex By Race/Ethnicity
DEC. 2020

	MALE	FEMALE
White	73.2%	26.8%
Asian	54.2%	45.8%
Black	70.1%	29.9%
Hispanic/Latino	74.5%	25.5%
Other*	77.6%	22.4%
All	68.5%	31.5%

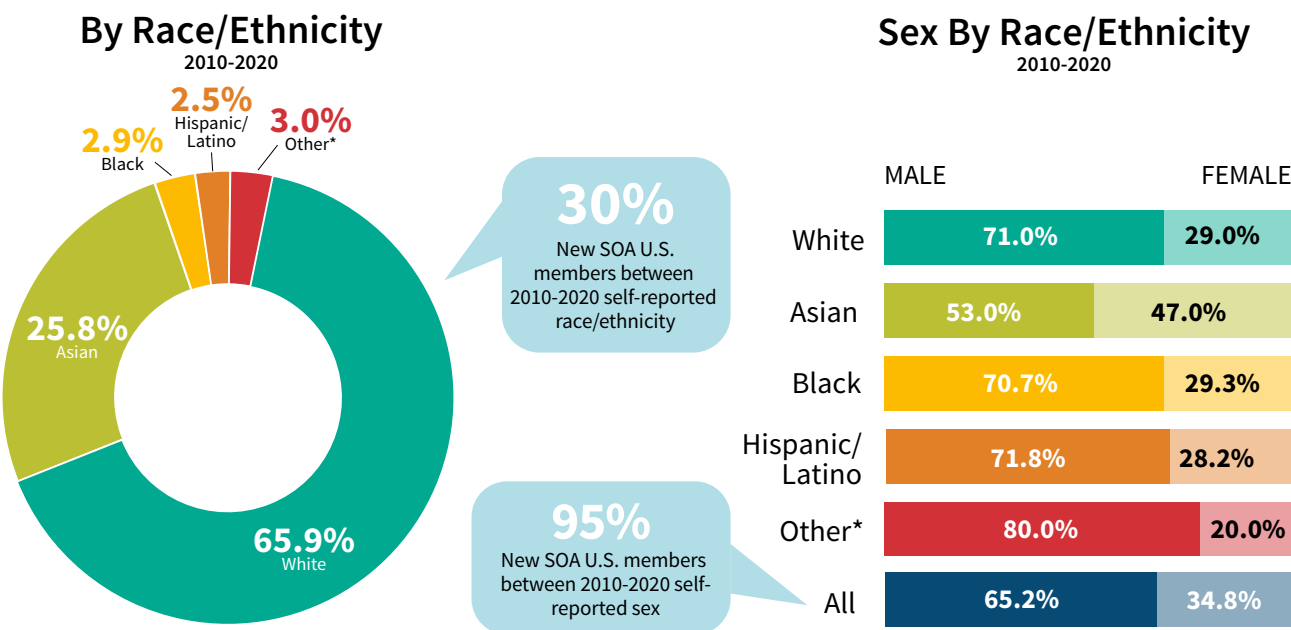
New Member is defined as new ASAs.

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

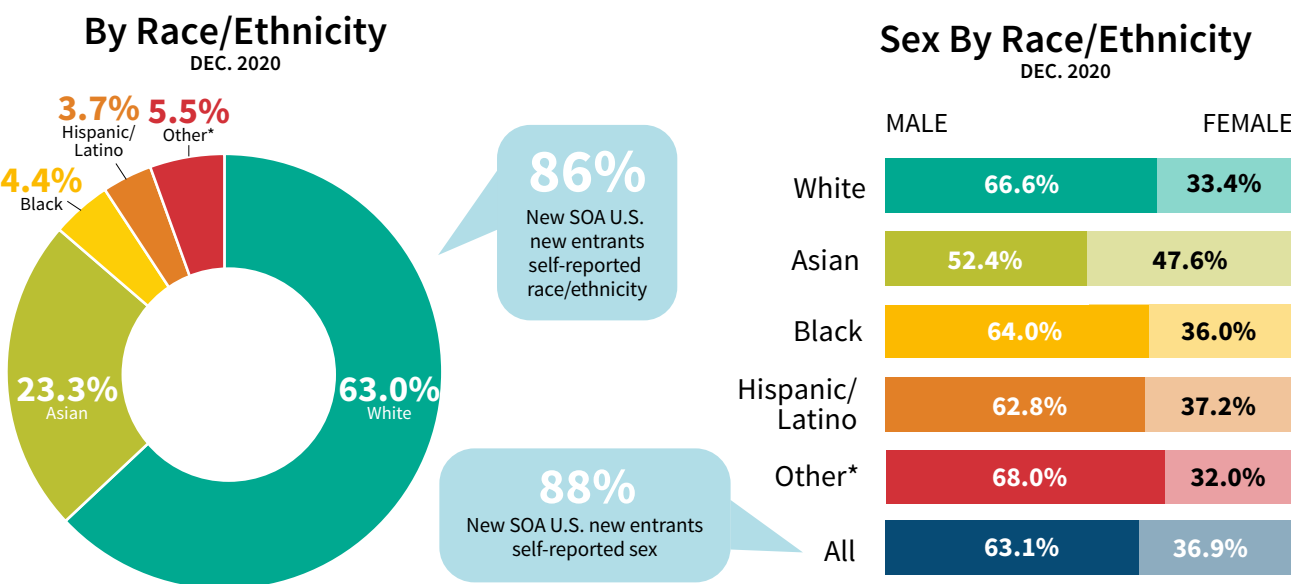
New Members – U.S.

Based on those reporting



New Entrants – U.S.

Based on those reporting

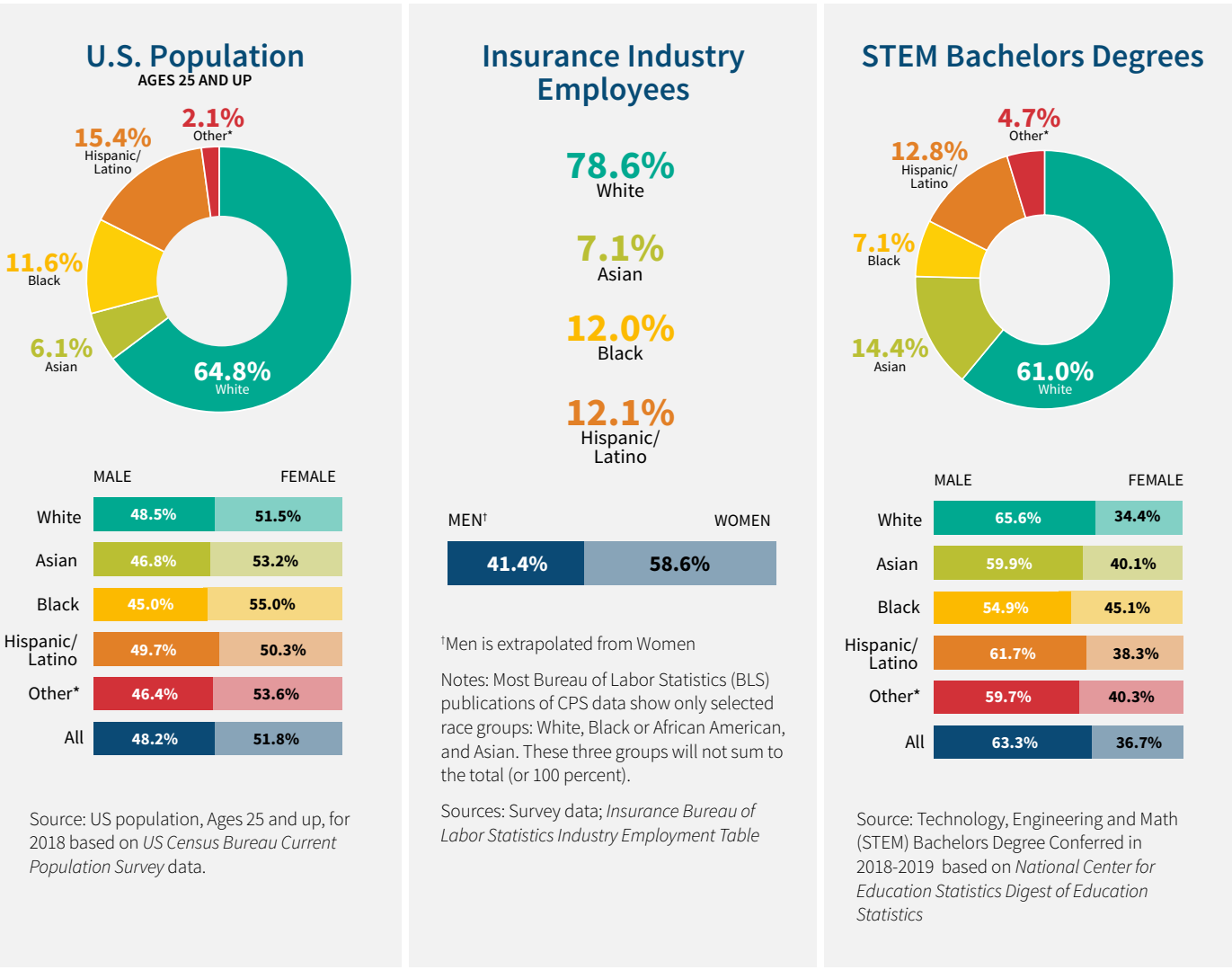


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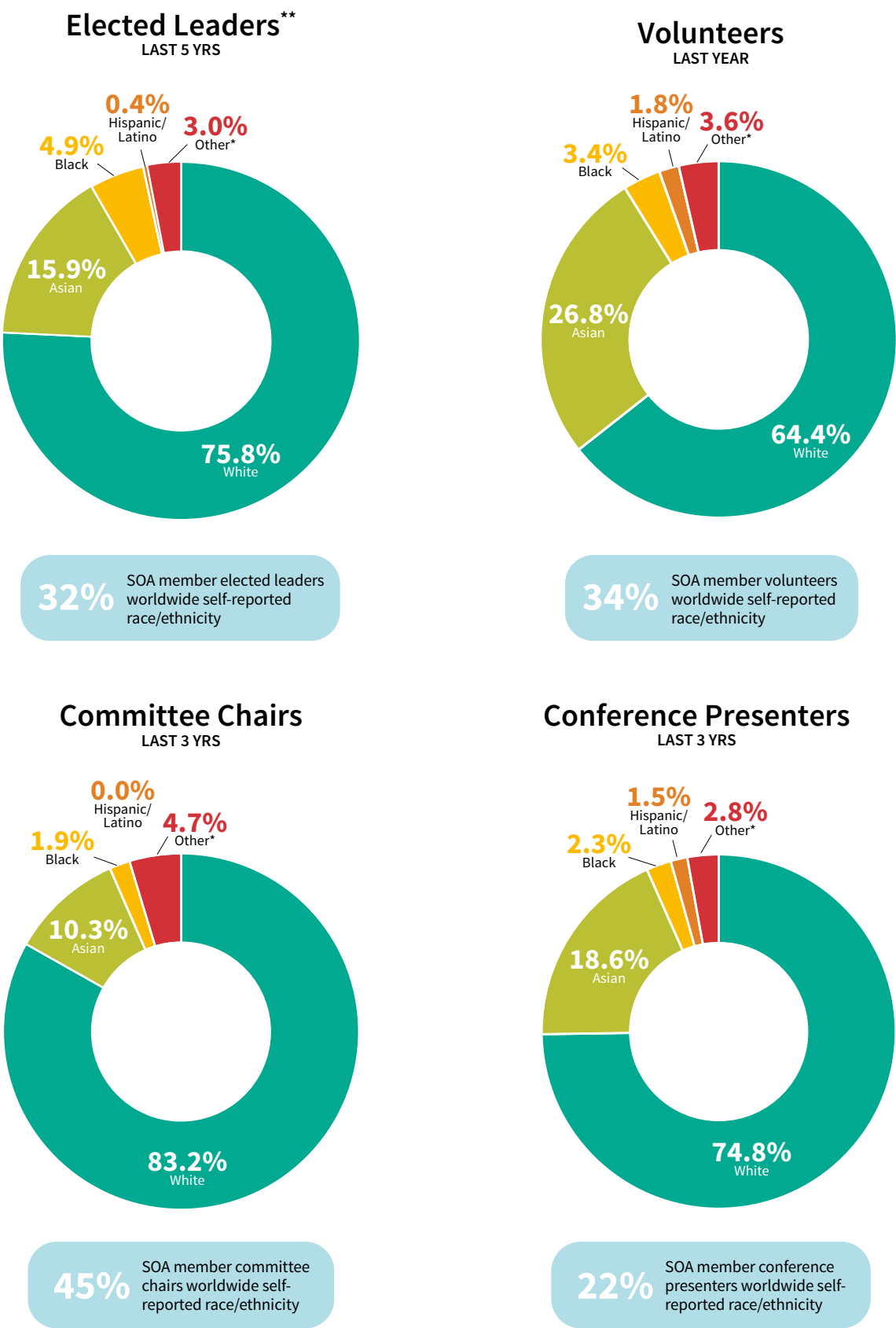
External Benchmarks



SOA Leadership – Worldwide

Based on those reporting

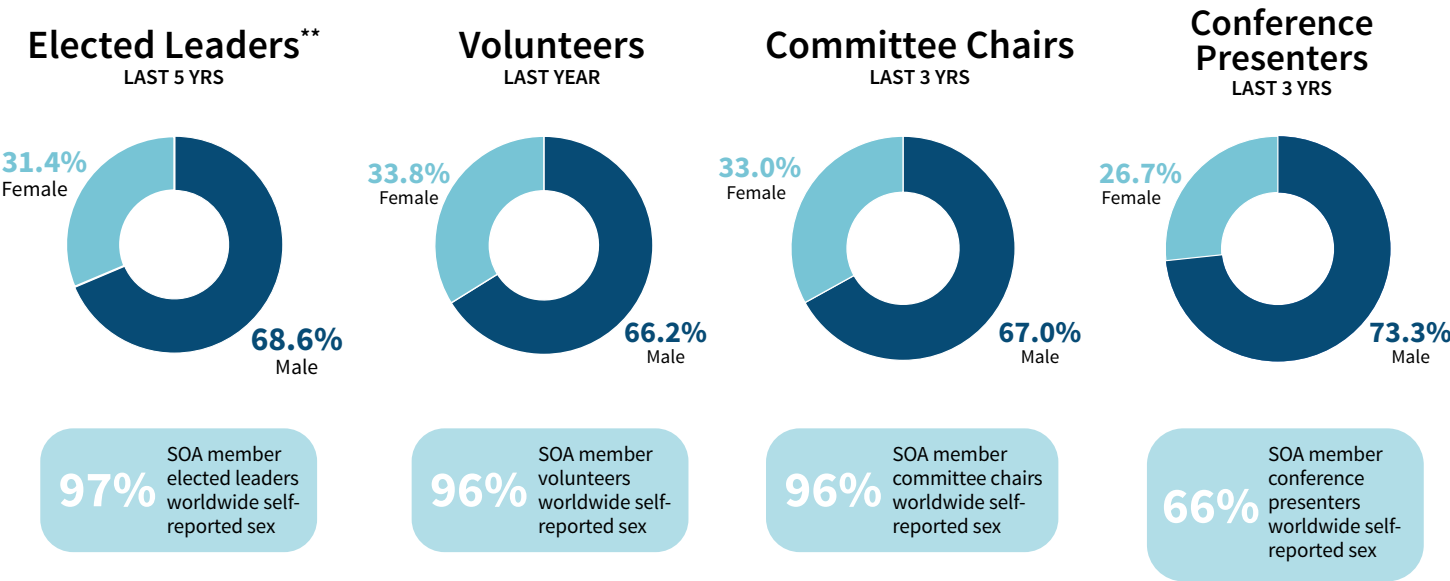
By Race/Ethnicity



SOA Leadership – Worldwide

Based on those reporting

By 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