



**SOCIETY OF
ACTUARIES**

Press Releases – 2016

The Society Of Actuaries Names Members To New Committee On Inclusion And Diversity

Schaumburg, IL (March 2, 2016) - The Society of Actuaries (SOA) announced the members serving on the SOA Inclusion and Diversity Committee. Reporting to the SOA Board of Directors, this new committee determines investments and programs to achieve the greatest impact on inclusion and diversity in the actuarial profession.

Last October, the SOA Board approved the 2015 SOA Actuarial Diversity Task Force's recommendation to establish an oversight committee on the SOA's inclusion and diversity activities for members and candidates. The SOA Inclusion and Diversity Committee consists of twelve volunteers, each serving two-year terms.

"The SOA seeks to attract the best and brightest from all segments of the population, to represent different backgrounds, cultures and experiences," said SOA President Craig Reynolds, FSA, MAAA. "This new committee will focus on efforts to overcome barriers to entry and to help advancement of candidates from demographically underrepresented groups."

The SOA Inclusion and Diversity Committee will help build and enhance current efforts, such as with the SOA/Casualty Actuarial Society (CAS) Joint Committee on Career Encouragement and Actuarial Diversity (JCCEAD). They will collaborate with organizations inside and outside the actuarial profession, including the International Association of Black Actuaries (IABA). The committee members include:

- Committee chair and SOA Board partner Craig W. Reynolds, FSA, MAAA, principal and consulting actuary, Milliman, Seattle, WA
- Committee vice-chair Sudha Shenoy, FSA, MAAA, CERA, vice president and Medicaid actuary, The Lewin Group, Falls Church, VA
- Monique N. Hacker, FSA, MAAA, corporate vice president and actuary, New York Life Insurance Company, Tampa, FL

- Olga T. Jacobs, FSA, MAAA, vice president and actuary, UnitedHealth Group, Minneapolis, MN
- IABA representative Tonya B. Manning, FSA, EA, FCA, MAAA, chief actuary and head of U.S. retirement practice, Xerox HR Services, Winston-Salem, NC
- JCCEAD representative Barry J. McKeown, ASA, retired, Aurora, IL
- Academic representative Krzysztof M. Ostaszewski, FSA, CERA, MAAA, actuarial program director, Illinois State University, Normal, IL
- John W. Robinson, FSA, FCA, MAAA, president and chief actuary, Robinson Associates LLC, Burnsville, MN
- Roger R. Rosales, FSA, CERA, MAAA, actuary, Standard Insurance Company, Portland, OR
- Jeffery Mark Rykhus, FSA, MAAA, entrepreneurial actuary, Rykhus Consulting, Los Angeles, CA
- CAS representative David M. Terné, FCAS, MAAA, Willis Towers Watson, Simsbury, CT
- Anthony Maurice Teta, FSA, MAAA, chief financial officer, John Hancock Insurance, Boston, MA

The SOA Inclusion and Diversity Committee will focus on both short-term and long-term efforts. The committee is gathering voluntary data on racial and ethnic demographic information from SOA members and candidates. They will help assess the state of diversity at the SOA and among the profession. There are three subgroups of the committee, each with a different charge: develop an SOA statement on diversity and inclusion; identify inclusion efforts for speakers at SOA events; and conduct research to analyze the barriers to entry of minority groups in the United States.

About the SOA

With roots dating back to 1889, the Society of Actuaries (SOA) is the world's largest actuarial professional organization with more than 26,000 members. Through research and education, the SOA's mission is to advance actuarial knowledge and to enhance the ability of actuaries to provide expert advice and relevant solutions for financial, business and societal challenges. The SOA's vision is for actuaries to be the leading professionals in the measurement and management of risk.

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