

ACA DIVERSITY, EQUITY & INCLUSION POLICY

The ACA is the representative body for UK consulting actuaries, and in providing support to our Members strives to:

- Provide access to continuing professional development for all Members, through sessional meetings and conferences, wherever Members are located across the UK.
- Promote diversity of thought in the speakers at these events and an inclusive environment, proving the opportunity for ranging opinions to be shared.

It is also important that our Members show respect for speakers and other Members at all of our events and acknowledge that debate supports the advance of thinking.

The use of Zoom for sessional meetings and conferences over the last 18 months has opened up meetings to the national membership. Prior to that, outside SE England, regional meetings were offered once or twice a year. In re-introducing face to face meetings, and the networking opportunities that they bring, consideration is also being given to how best to ensure continued access to discussions for the national membership, including flexibility over times and days of the week for meetings.

A significant amount of work, both supporting our Members and in responding to consultations and advising regulators etc, is carried out by the Main Committee and the Technical Committees supporting it. When considering the appointment of new members of all of these committees, Chairs are asked to ensure time is spent by those involved in the nomination or selection process in trying to ensure that the committees reflect a diverse range of Members – in terms of gender, experience, and ethnicity amongst others.

The Younger Members' Group, established in 2015, provides an environment for those early in their careers to build their network across the industry, and increases awareness of the role of the ACA, with opportunities to develop their careers joining Technical Committees, chair conference sessions etc. Main Committee support for Younger Members has been through an annual drinks event and focussed sessional meeting.

In responding to consultations, where relevant, consideration is given to the potential impact across socio-economic groups, but with particular focus on inter and intra-generational fairness.

The Main Committee measures its actions in these areas by, at least annually, reviewing the gender splits of:

- Main Committee members
- Chairs of Technical Committees
- Speakers at sessional meetings and conferences, and chairs of conference sessions

and where required, taking pro-active steps to make progress towards gender balance. This brief policy will also be reviewed and updated at least annually.

Possible addition: Over and above keeping a running record on equity, diversity and inclusion in respect of speakers and committee appointments, in the future a sample brief personal characteristics declaration for committee members and speakers to voluntarily complete (with the usual "prefer not to say" option) may be considered?

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