



International Actuarial Association  
Association Actuarielle Internationale



# Putting the “I” in DE&I for Actuaries

Diversity of Thought Series – Episode 10

Joint Section Colloquium

October 2021



## What We Hope You Get From Today's Session

This session will explore practical approaches for individuals to take to contribute to an inclusive environment. These approaches will apply to you in your job, volunteer activities, and any other place you find yourself working with groups of people.

We encourage you to share your experiences in the chat during the presentation and look forward to your contributions to this session!



# Today's Speakers



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# Introduction

**Diversity** = presence of differences (e.g. race, gender, religion, sexual orientation, ethnicity, nationality, age, socioeconomic status)

**Equity** = fairness in opportunity to achieve an outcome (e.g. project role, promotion, leadership program)

**Inclusion** = outcome to ensure those that everyone feels, and are, welcomed



# Research

From HBR in June 2021

- Analyzed responses from 19,000 HBR readers to rate their company's DE&I
- There was **one particular company cultural attribute** that differentiated the diverse and inclusive organizations from those that were not

# Research

## The 8 Styles of Company Culture

Culture can be a powerful lever for maintaining, renewing, and shaping an organization's viability. This graphic maps eight distinct culture styles onto two dimensions: how people respond to change (flexibility versus stability) and how people interact (independence versus interdependence).



Source: Spencer Stuart

From: "How Corporate Cultures Differ Around the World," by J. Yo-Jud Cheng and Boris Groysberg, January 2020





# Research

Why do learning-oriented cultures lead to more diverse and inclusive work environments?

- **Seek out and value** individuals who bring unique and varied perspectives and experiences to the discussion
- Emphasize **openness, creativity, and exploration**



## How Can You Contribute to Inclusiveness?

Psychologists rank **our need to belong** on par with our need for love

Because the need to belong is universal and fundamental, **focusing on it has the power to draw in the whole workforce**, even those who might feel excluded – or threatened by – current DE&I conversations





# How can you contribute to inclusiveness?

We belong at work when we are:

- **Seen** for our unique contributions
- **Connected** to our coworkers
- **Supported** in our daily work and career development
- **Proud** of our organization's values and purpose

# Discussion Topics



## Being Seen

**How have you been seen for your contributions or highlighted others' contributions?**



## Being Connected

**How do you connect with your  
coworkers?**



## Being Supported

**How have you felt supported in your work and career development?**



## Being Proud

**When have you felt proud of your organization's values and purpose?**



## Conclusion

**What is one thing that you will do differently (or better) as a result of today's discussion?**

Thank you

