



## Submit Your Demographic Information

### Why are diversity and inclusion important?

Diverse and inclusive organizations attract the best and brightest from all segments of the population, from a variety of educational backgrounds, cultures and experiences. Diversity makes sense also from a business perspective, as it enables organizations to utilize all available talent, not just a small portion.

The Society of Actuaries (SOA) is gathering racial and ethnic data from all of its members. Consider voluntarily providing your demographic information, which will be kept confidential.

### Why collect this information?

Your demographic information will help the SOA determine benchmarks and areas for improvement involving diversity and inclusion. The collected voluntary data will be kept confidential and will not be displayed in the actuarial directory.

The SOA supports organizations such as the Organization of Latino Actuaries (OLA), the International Association of Black Actuaries (IABA), the Women's Insurance Networking Group (WING), and looks forward to supporting more organizations that support diversity and inclusion in the actuarial profession.



Follow these steps to add your demographics to your SOA account online:

- 1** GO to the following link [bit.ly/SOADemographics](https://bit.ly/SOADemographics)
- 2** LOG IN with your username and password.
- 3** SELECT and enter the demographics information, including:
- 4** SAVE to your account.