

## **Diversity in the Actuarial Profession – Why College Summer Programs for High School Students Can Make A Difference**

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The actuarial profession does not have the diversity that it needs or desires. Black, Hispanic and Native American populations are underrepresented. There is significant competition among professions for top students. Other professions, such as engineering, are better known and have long standing initiatives in place to introduce minority students to their professions. Many high school students choose colleges and majors based on careers they already know about and are considering while in high school. It is important that these top students are aware of the actuarial profession when they are making these decisions.

The Committee on Actuarial Diversity, a joint committee of the Casualty Actuarial Society and the Society of Actuaries, makes presentations at high schools and supports summer actuarial programs at colleges targeted at minority high school students. Howard University, Illinois State University and Morgan State University have summer actuarial science programs for minority high school students. These programs serve an important role in enabling students to make informed decisions about the actuarial profession.

The presentation at the Actuarial Research Conference will briefly describe these programs and the role they have in the profession's diversity efforts. There will be an exploration and discussion about expanding the number of actuarial summer programs. Program costs and start up considerations will be included in the presentation. A desirable result would be to identify several colleges that would be willing to explore the possibility of starting such a program at their college.