

June 25, 2020

Taking Action on Diversity

Dear colleagues,

Integrity, objectivity, and improving the lives of **all** Canadians are fundamental to the CIA's principle of upholding the public interest. As your presidents – past, current, and incoming – we believe the CIA must demonstrate its commitment to these values. We also believe that all Canadians should have access to the same opportunities and that diversity makes the CIA a better professional association.

For the past few weeks, we have witnessed a great unrest, a great reckoning, and – with hope – a great maturing within our country, amongst our neighbours, and across the globe over the issue of racial discrimination. This is a challenge that we as good citizens, ethical professionals, and decent human beings must address together. We must not stand idly by while any members of our communities, our friends, our co-workers, or our families face discrimination on any basis, whether race, religion, gender, sexual orientation, or any other reason.

We are proud to voice our support of the Black Lives Matter movement, and we express our solidarity with all who strive for racial equality. As Canadians, we also emphasize the importance of reconciliation with our land's indigenous peoples.

In our commitment to finding positive, proactive steps on this journey, we have asked the CIA Board to establish a Task Force on Diversity, comprised of members from the CIA Board and senior Head Office staff. Its members include:

- Jacqueline Friedland, incoming President-Elect (Chair)
- Bernard Morency, Chair, Public Affairs Council
- Alison Rose, Chair, Education and Qualification Council
- Satnam MacLean, Director, CIA Board
- Michel Simard, Executive Director
- Alicia Rollo, Director, Education and International Affairs
- Sandra Caya, Director, Communications and Public Affairs

The task force will begin with an examination of and reflection on the CIA's policies, standards of practice, and educational activities. Subsequently, it will explore further afield in the broader Canadian actuarial landscape to learn more about the issues and concerns facing CIA professionals and students, their places of work, and their communities – and what role the Institute can play in accelerating change.

We write to you today with many questions and a great need for answers: Can the CIA do more to enshrine diversity in the Institute's operations and professional practice? How can the CIA ensure minority groups are fully actualized in the Canadian actuarial profession? What experience and skills can actuaries draw upon to increase positive action on the issue of diversity?

We invite you to share your thoughts, concerns, questions, and ideas on this issue. The task force will be reaching out to engage with members throughout this process, and you can reach it any time by emailing feedback@cia-ica.ca in confidence.

Sincerely,



Marc Tardif, FCIA
CIA President



Michel St-Germain, FCIA
CIA President-Elect



John Dark, FCIA
CIA Immediate Past President