

# CIA DIVERSITY AND INCLUSION SURVEY RESULTS 2020



Our recent survey asked members to identify their affiliation with several demographic characteristics and to share their opinions on inclusion within the Institute to help inform the next steps of the CIA on these issues.

Members answered the call with enthusiasm: **we received 772 responses, representing 13% of all members.** Our partner, Diversio, confirmed that 755 responses were complete and meet the threshold for analysis.

The survey showed several areas with positive results:

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Our **visible minority** representation is generally comparable to the Canadian population with increasing diversity in younger cohorts.

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Our **leadership demographics** are representative of our membership and are continuing to diversify.

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**Asian, women,** and **LGBTQ2+** members generally feel that the organization is inclusive.

However, the survey also highlighted a number of areas in need of improvement:

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The proportion of **women** is well below the population average and when compared to the financial industry.

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**Indigenous Canadians** are significantly under-represented.

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**Black, Middle Eastern,** and members who identify with **non-binary gender** have some of the lowest inclusion scores.

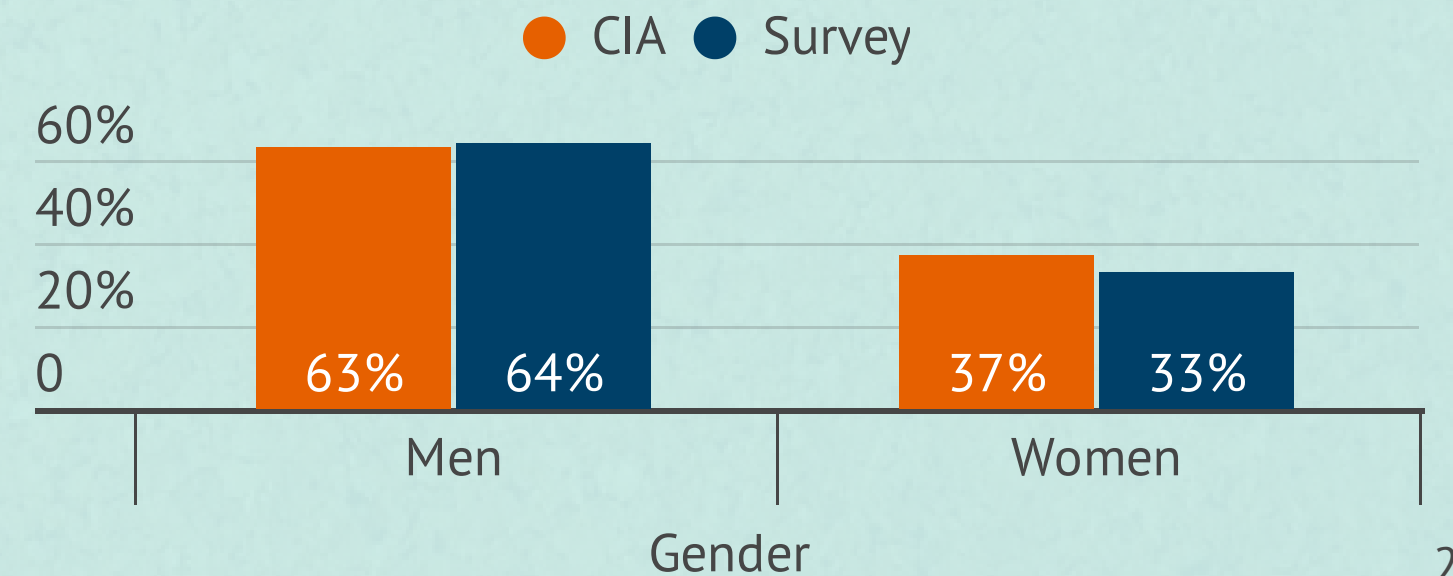
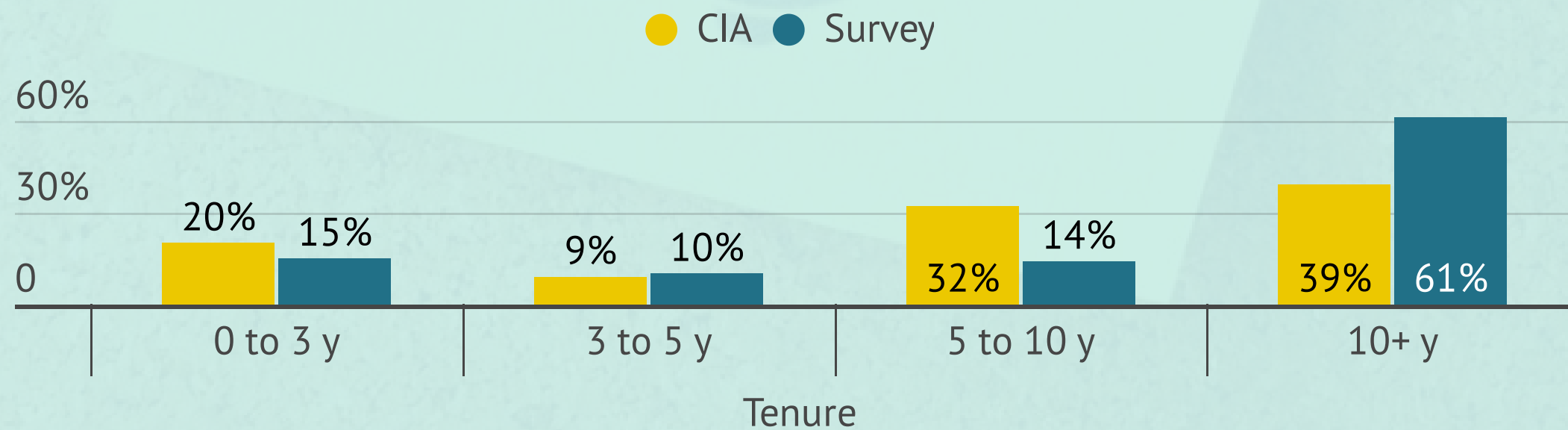
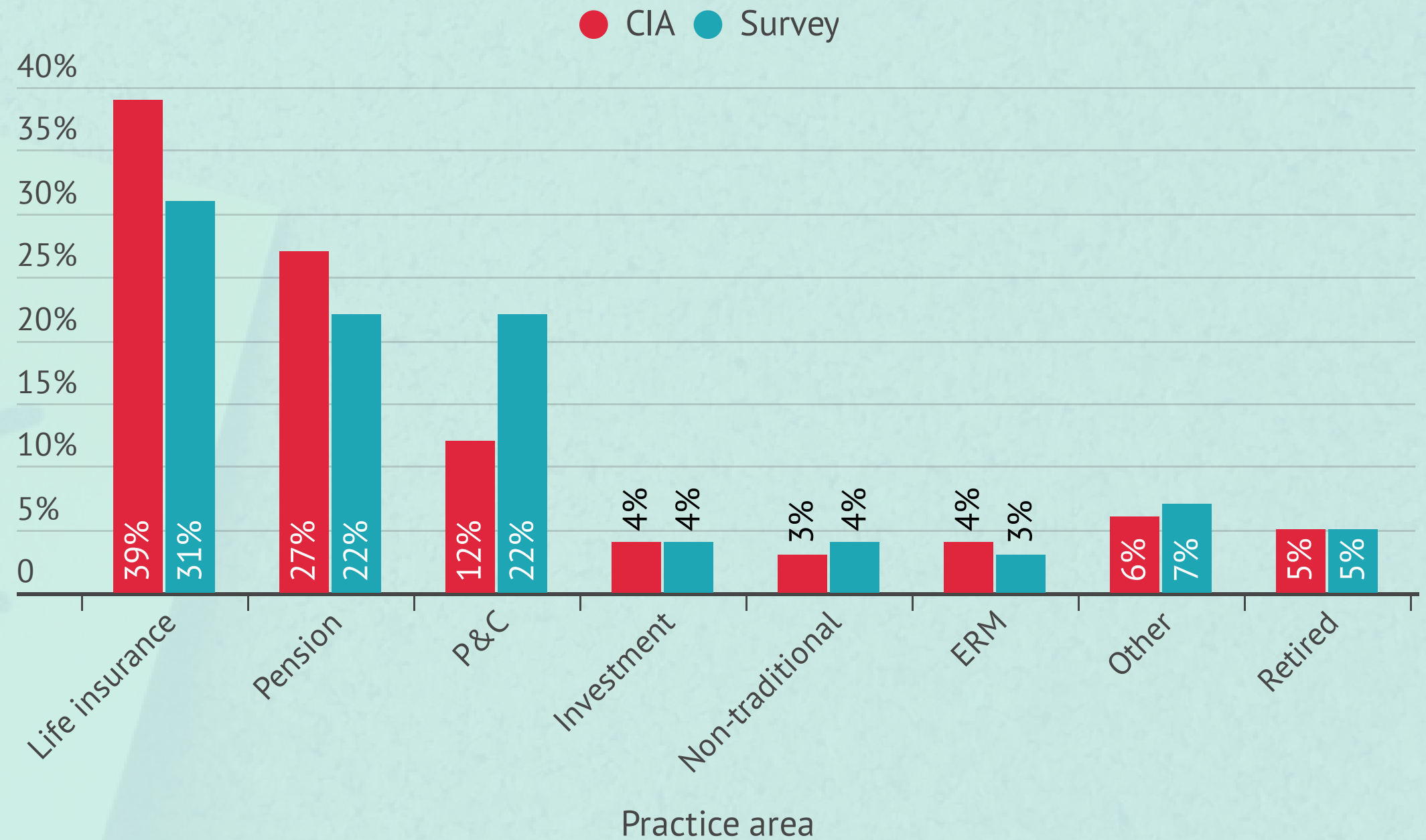
# VALIDITY

Before exploring the survey results in more detail, we know that, as actuaries, you will be asking the question: **How can we be sure that 13% is representative of the overall membership?**

The CIA has confirmed three data points against our own database: **practice area**, **tenure** as CIA member, and **gender**.

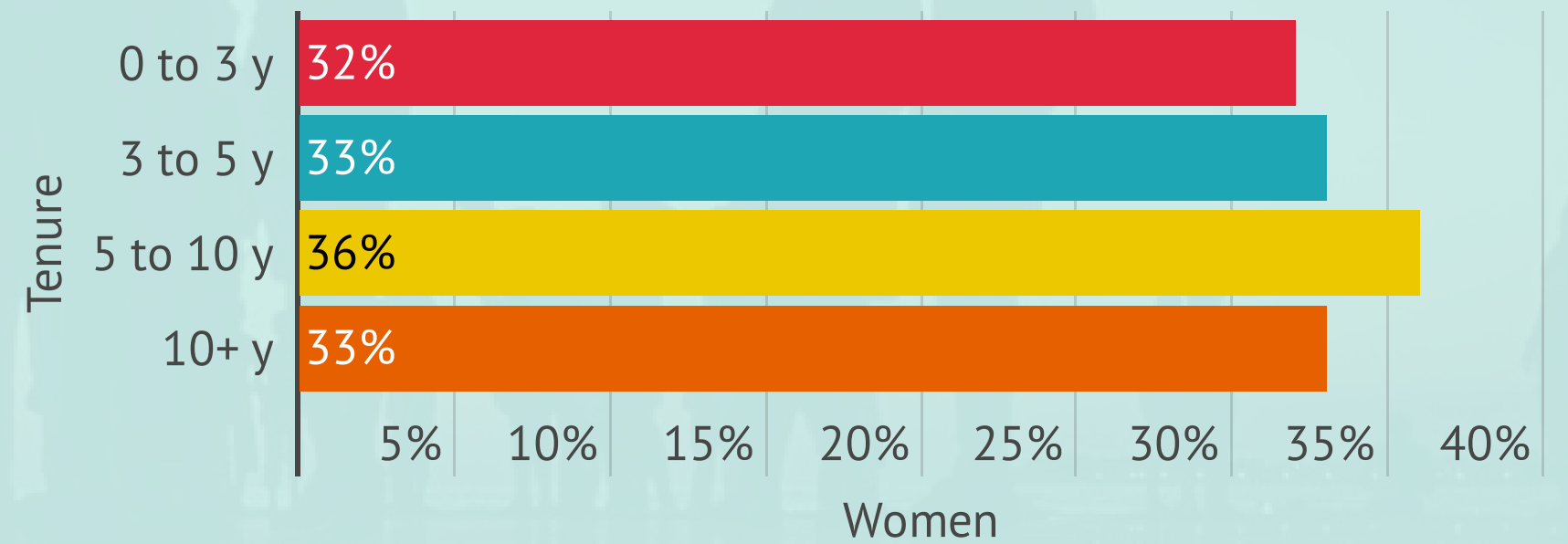
(Note the CIA has only collected male/female data to date.)

We see that these data points are generally aligned between the CIA and the survey results. Although we note a few anomalies, such as a greater number of respondents in the 10+ years tenure and P&C practice area results, and fewer in the 5 to 10 years tenure results, we are confident that these data are representative of the overall membership.



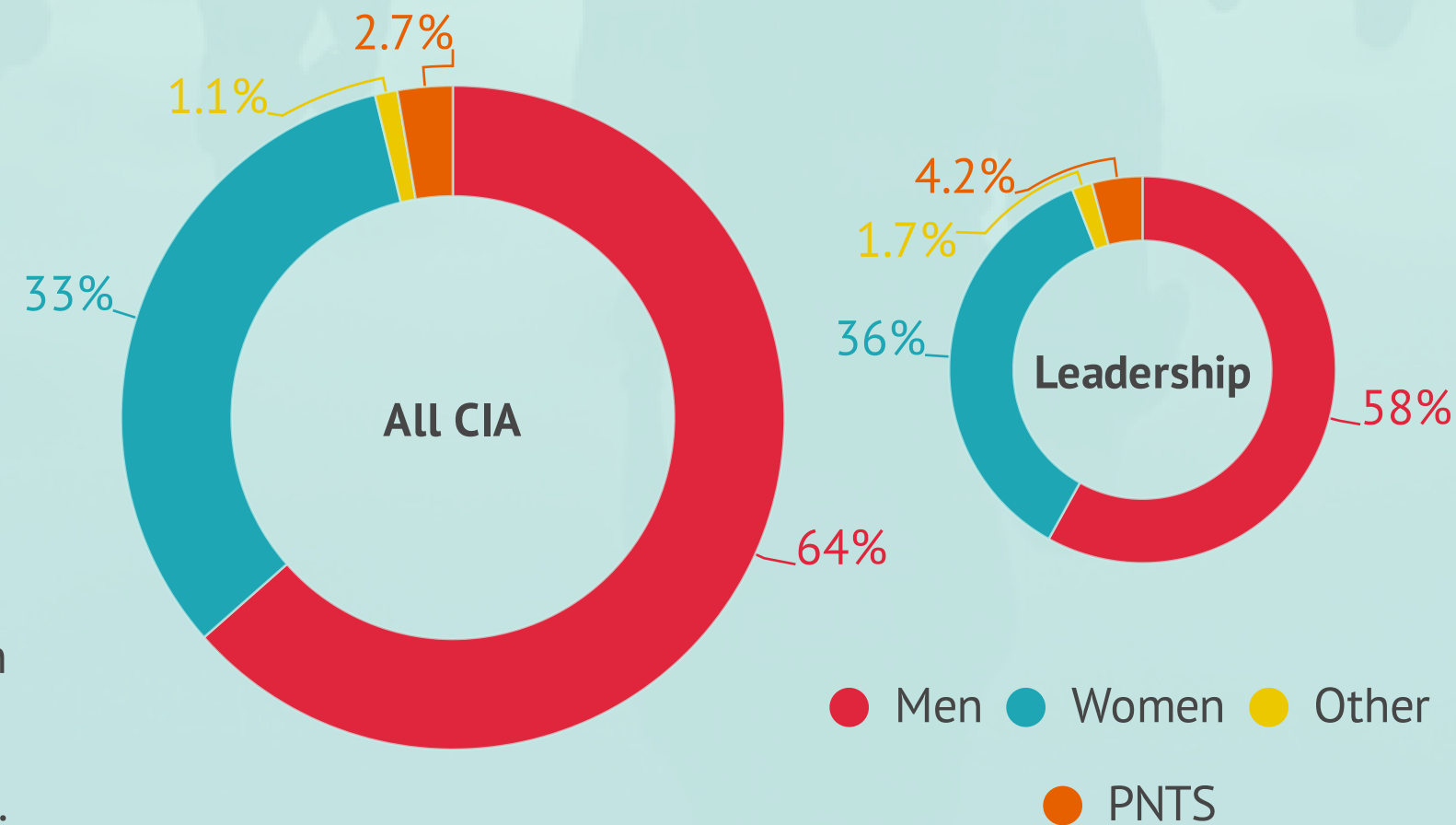
# DIVERSITY

Members were asked to self-identify with regards to gender, visible minority, sexual identity, and disability. These are areas of potential discrimination. It is important for us to be able to understand the needs of our members within minority groups. We also asked members to identify if they currently hold a volunteer leadership position, to help us compare how well our membership diversity is represented among our organizational leaders.



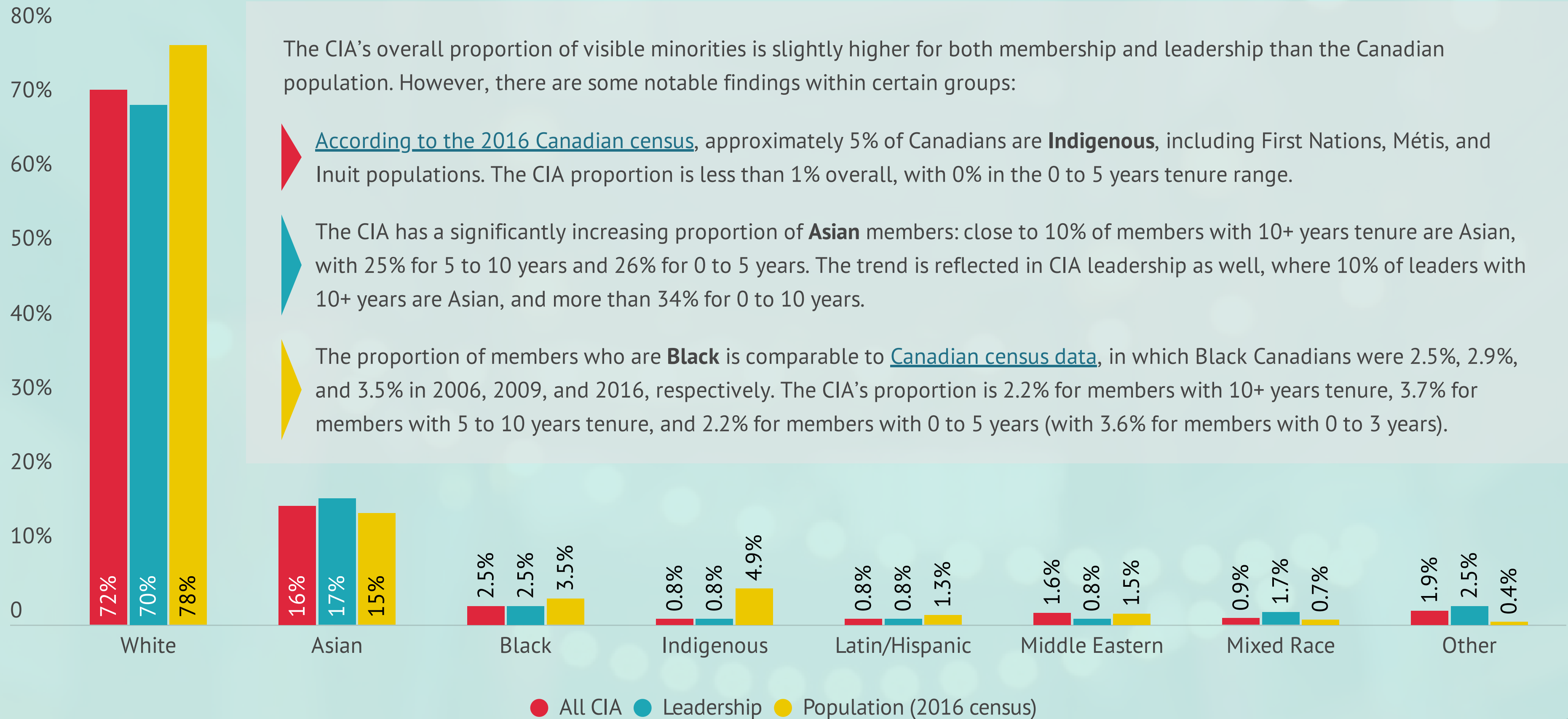
## Gender

In the Canadian population, Diversio reports that the split between men and women is roughly equal. For the CIA, women represent 32% and men 64%, with almost 4% stating other or prefer not to say (PNTS). Our leadership figures show a slightly higher proportion of women and other than in the overall membership. The percentage of women is comparable between tenure cohorts, demonstrating no significant change over time.



These proportions are more balanced than [findings related to gender in science, technology, engineering, and mathematics](#) (STEM) fields in Canada, in which only 22% of workers are women. However, they are somewhat lower compared to financial institutions – at [Canada's six largest banks](#), women occupied 38% of senior management positions and 48% of all professional jobs.

# Visible minorities

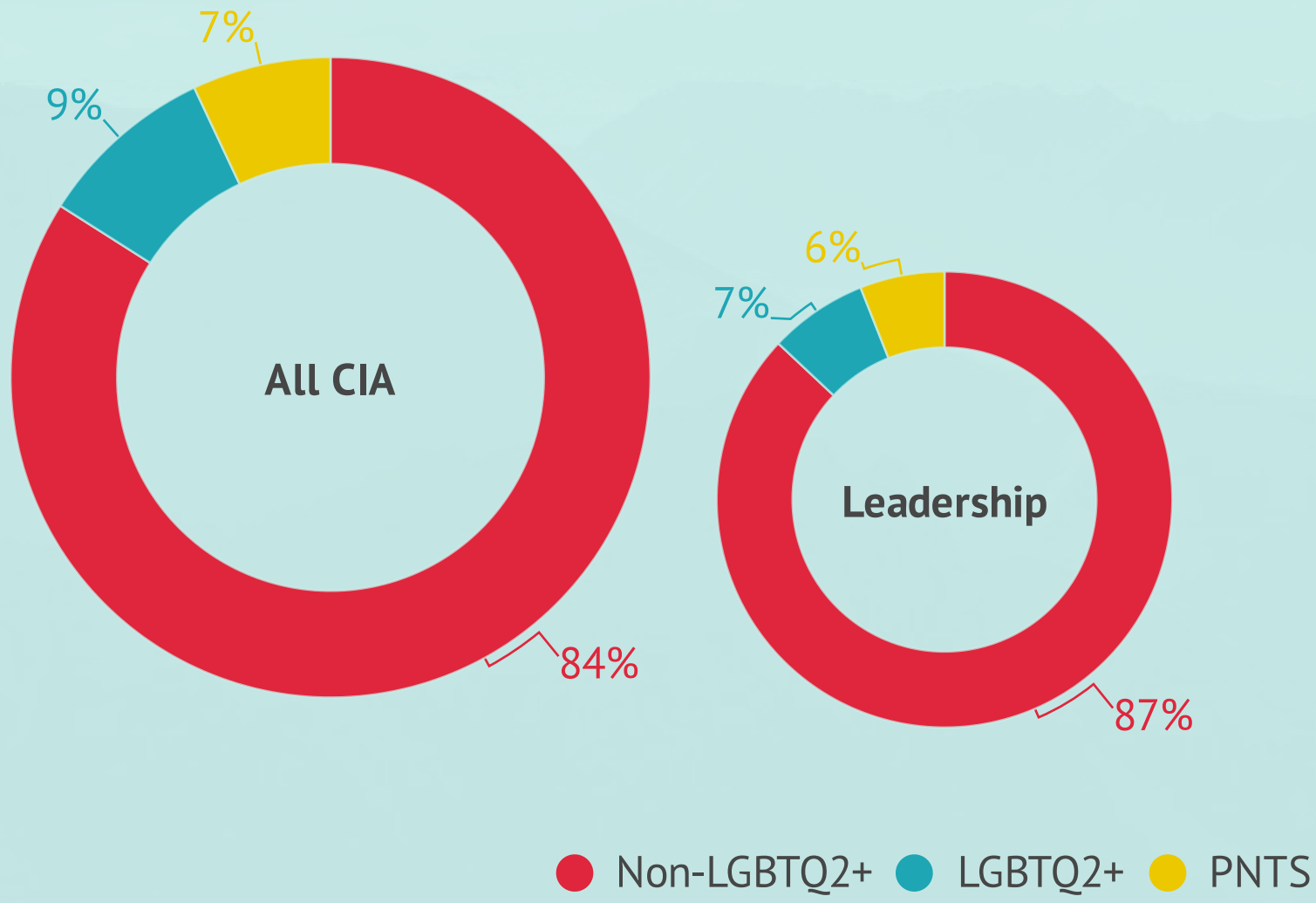


The CIA's overall proportion of visible minorities is slightly higher for both membership and leadership than the Canadian population. However, there are some notable findings within certain groups:

- ▶ [According to the 2016 Canadian census](#), approximately 5% of Canadians are **Indigenous**, including First Nations, Métis, and Inuit populations. The CIA proportion is less than 1% overall, with 0% in the 0 to 5 years tenure range.
- ▶ The CIA has a significantly increasing proportion of **Asian** members: close to 10% of members with 10+ years tenure are Asian, with 25% for 5 to 10 years and 26% for 0 to 5 years. The trend is reflected in CIA leadership as well, where 10% of leaders with 10+ years are Asian, and more than 34% for 0 to 10 years.
- ▶ The proportion of members who are **Black** is comparable to [Canadian census data](#), in which Black Canadians were 2.5%, 2.9%, and 3.5% in 2006, 2009, and 2016, respectively. The CIA's proportion is 2.2% for members with 10+ years tenure, 3.7% for members with 5 to 10 years tenure, and 2.2% for members with 0 to 5 years (with 3.6% for members with 0 to 3 years).

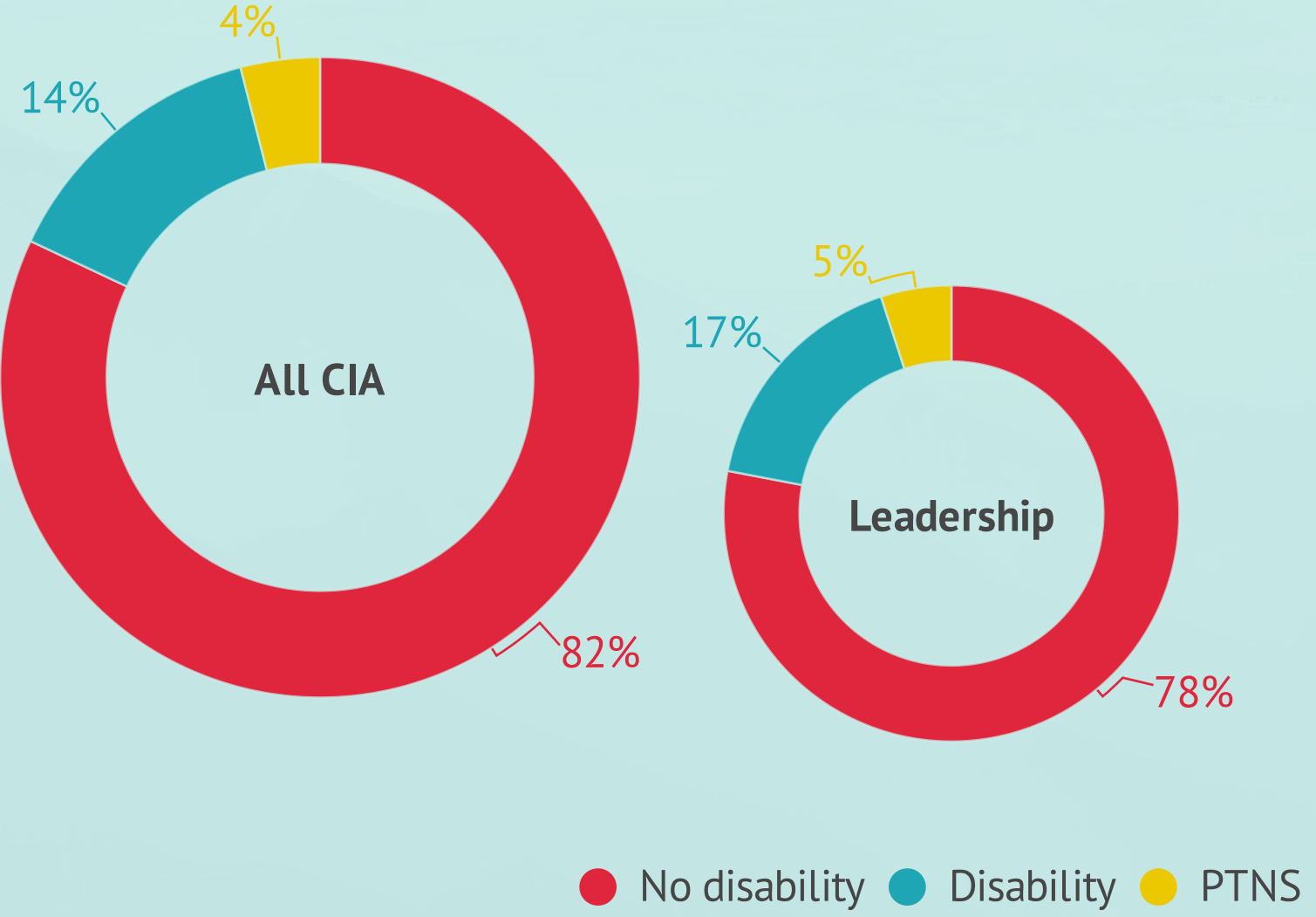
# Sexual identity

The total proportion of CIA members identifying as LGBTQ2+ is 9%, slightly lower than Diversio’s estimate of 10% for Canada overall. However, the proportion is higher for newer members, with almost 13% of those with 0 to 3 years tenure compared to 8% of members with 10+ years tenure.



# Disability

Overall, 14% of CIA members identify as a person with a disability, below Diversio’s estimate of 20% for Canada as a whole. The percentage was highest for 3 to 5 years tenure at 22% and second highest for 0 to 3 years at 14%.



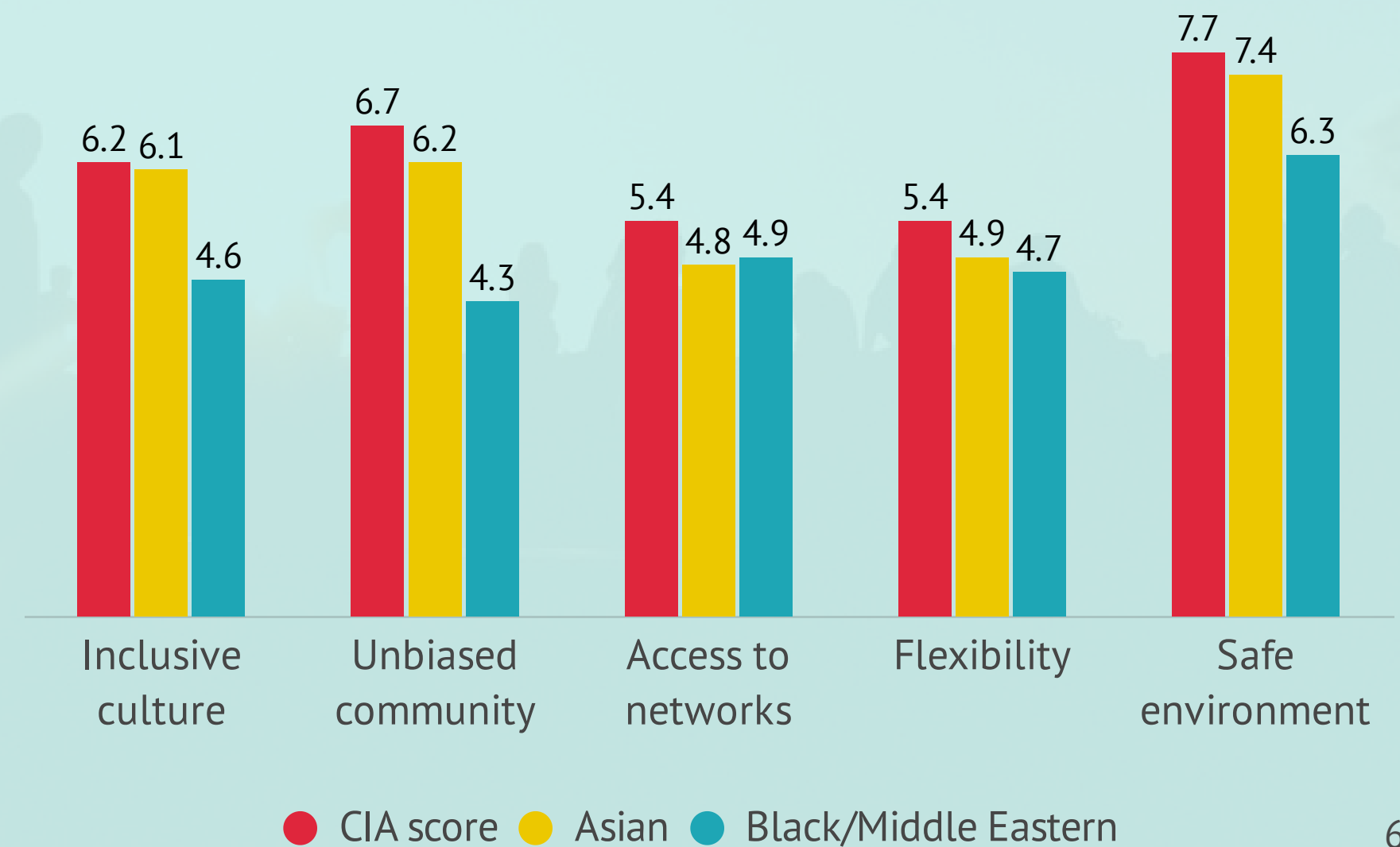
# INCLUSION

Participants were asked several questions from which Diversio derived inclusion scores on a scale of 0 to 10. Diversio indicates that the CIA is starting from a position of strength with many scores of 5.0 and higher and most scores within the range of the industry average.

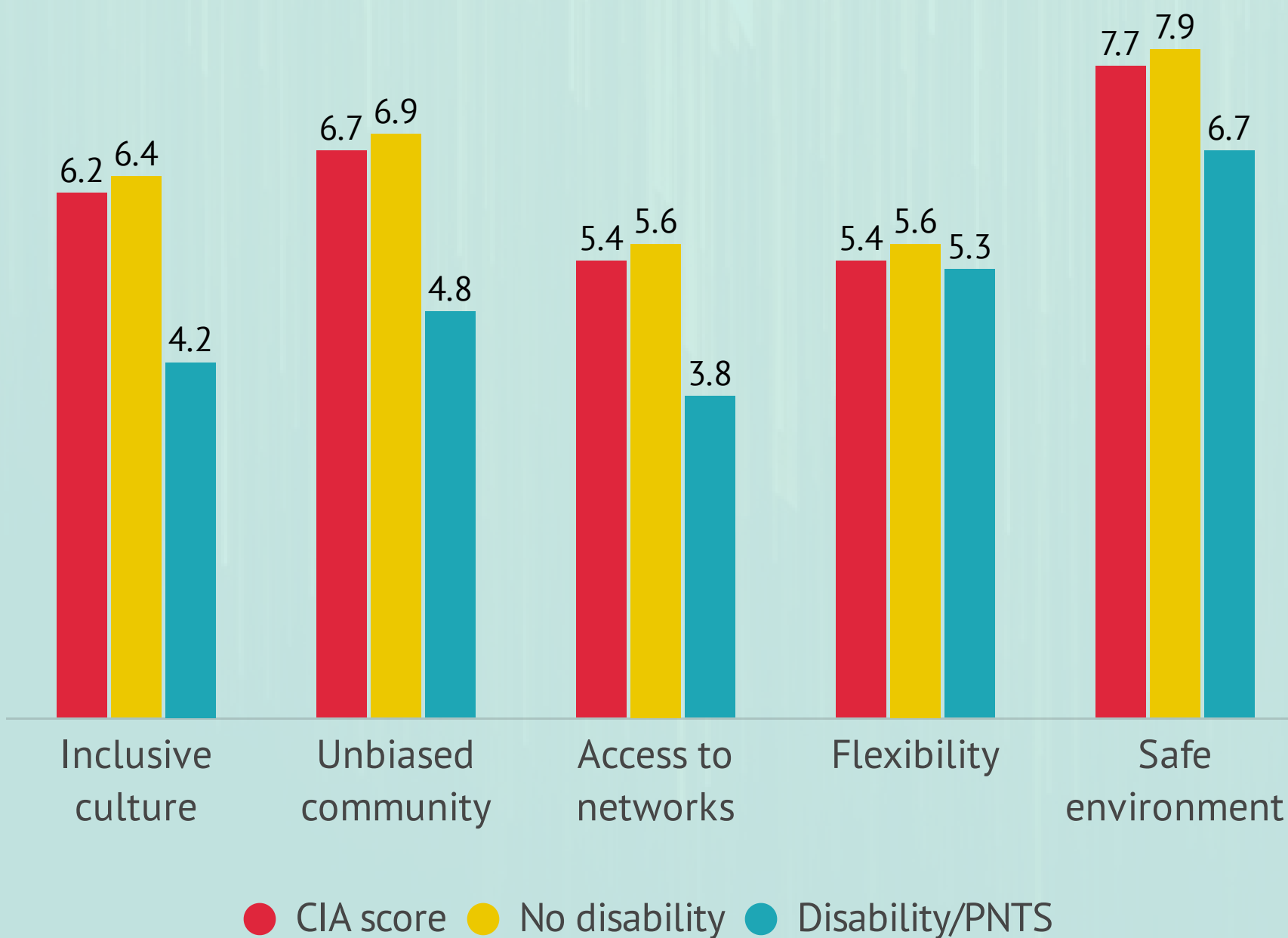
Inclusion category	CIA score	Industry average
Inclusive culture – an environment where everyone can share their perspective regardless of appearance or background	6.2	6.9
Unbiased community – an equal environment where all members are free from bias and treated fairly by others	6.7	6.4
Access to networks – having access to formal and informal networks without regard to appearance or background	5.4	5.3
Flexibility – enabling parents and other caregivers to engage with CIA programming while balancing other obligations	5.4	6.4
Safe environment – an environment that is free from sexual, physical, or mental harassment and discrimination	7.7	7.4

However, there are some demographics with notably lower scores than the average. A difference of 1.0 is considered significant.

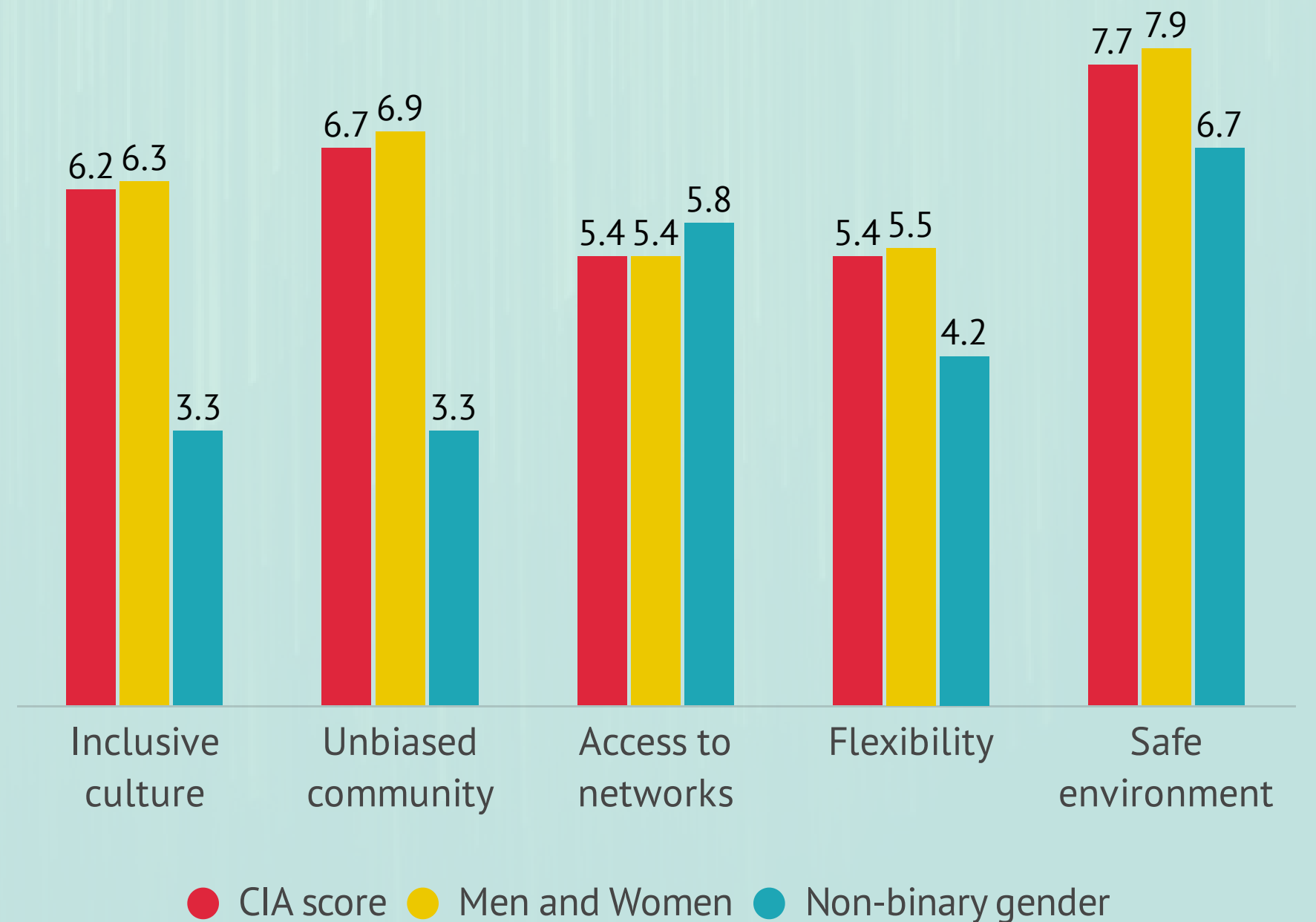
The CIA’s Black and Middle Eastern members scored lower than the average in all categories, and significantly lower in three of the five, including Inclusive culture, Unbiased community, and Safe environment. Low scores were seen for Asian members in two categories, but neither are significantly lower than the average.



Members with a disability and those who preferred not to say scored significantly lower than members without a disability in nearly all categories.



Members identifying with non-binary gender have extremely low scores compared to men and women, significantly lower in Inclusive culture and Unbiased community. There is no significant difference between the scores for men and women or between heterosexual members and LGBTQ2+ members.



# MOVING FORWARD

Diversity and inclusion have an impact on the whole Institute. Moving forward, the Task Force on Diversity, the Board, and Head Office will continue to explore how we consider diversity and inclusion principles in our education offerings, volunteer engagement, succession planning, student outreach, partnerships, and career development.

In addition, there are other member demographics that were included in the survey, relating to practice area, language, religion, age, and other characteristics. These were additional questions beyond the standard Diversity survey and are thus not benchmarked against the industry scores that have been shared in this report. These data will be further analyzed by the Task Force to help inform diversity and inclusion actions.

Ongoing reflection and feedback will help us all on this journey, and we invite you to continue to share your thoughts. Reach the Task Force and CIA leadership at [feedback@cia-ica.ca](mailto:feedback@cia-ica.ca).