

Institute and Faculty of Actuaries

Regulatory Board

Noting report

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| Subject | Diversity, Equity, and Inclusion (DEI) - Ongoing work of the IFoA and Regulatory Board | |
| Regulatory Board meeting | 16 November 2022 | |
| Previous Board Update/Steer/Approval | Nov 2021 Feb 2022 | Board updated on the IFoA's wider work on its strategy around DEI |
| International issues considered? | Yes | |
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| Reviewer | Emma Gilpin, Head of Regulatory Policy | |
| Purpose | Noting | |

A: Executive summary

1. This Paper provides an update to the Regulatory Board ('the Board') on the implementation of the IFoA's Strategy for Diversity, Equity and Inclusion (DEI), endorsed by Council and published in January 2022.

B: Background

2. As the Board is aware, the IFoA published its [five-year strategy around DEI](#) in January, which set out a range of commitments. That strategy was based on the draft 'Strategy and Commitment' paper that was developed by the IFoA's Council-sponsored DEI Strategy Group and which was considered by the Board at its meeting in November 2021.
3. Delivery of the IFoA's DEI strategy is being overseen by its Diversity Action Group (DAG) chaired by a senior volunteer, Chika Aghadiuno.
4. As an employer, and as a regulator, the IFoA is legally required to protect individuals from discrimination and unfair treatment on the basis (in the UK) of the Equalities Act 2010. However, the DEI Strategy and its implementation, is not about giving effect to legal requirements, but about achieving much wider and more ambitious commitments to promote and encourage DEI across the organisation.
5. The strategy is wide-reaching and covers a range of different aspects of the way in which the IFoA works. This includes the role of its various Boards and Committees in delivering the IFoA's DEI ambitions.
6. As one of the key senior IFoA Boards, the Regulatory Board has a role in delivering this strategy, not only in terms of DEI aspects of its regulatory functions (the standards and expectations it sets for members and the regulatory processes and procedures it oversees) but also in terms of its own operation.

C: Ongoing Workstreams

7. The IFoA has a schedule of ongoing work streams designed to implement its strategy and the actions that were agreed. This work spans seven main themes, including DEI at the IFoA, Entry to the Profession, Supporting Members in their Work and Improving DEI in the Community.
8. Examples of work that is so far underway includes:
 - the 2022 DEI Colleague Survey, which closed in October and the results of which are currently being analysed;
 - revised DEI refresher training for staff which was issued in September 2022;
 - the development of a DEI focussed school and university engagement plan;
 - an ongoing review into the accessibility of IFoA examinations.
9. In order to help lead further work, a DEI Business Partner has been recruited who will join the IFoA in January 2023.

D: DEI and the Regulatory Board

10. The Board introduced its own commitment in October last year when it updated its [Regulatory Policy Statement](#), which states:

'The IFoA's regulatory role will be carried out in a way that promotes diversity, equity and inclusion' (section 16)
11. Together with other IFoA boards and committees, this Board provided input to the [2021/22 annual report](#) which [published](#) data on the composition and diversity of its key Boards and Committees.
12. In order to provide further detail as to the composition of IFoA communities, a full DEI survey is intended to be launched in January 2023. The intention is to issue this survey to all boards, committees, and member-led communities. The results of this survey will support the creation of any action plans to address broader demographic representation and will allow the IFoA to monitor and report progress over time.
13. The detail of the proposed survey will be shared with members of the Board in November 2022, and Board members will be encouraged to share any views they may have on the content of the survey or the plans for its delivery during the consultation period.
14. As well as ensuring a diversity of representation at boards and committees, it is important that members of those boards and committees understand fully their responsibilities in respect of DEI and how they can influence positively a culture of inclusion. In order to support board members therefore, it is anticipated that the Board will receive DEI training in the first half of 2023.
15. As discussed in the Approval Report on this subject, work has been carried out to review the Actuaries Code and how this might be amended to better reflect DEI principles. Subsequent work on developing standards and guidance will follow.

16. In addition to the development of guidance, further support material will be developed to enable members to meet regulatory expectations, and to engage employers positively in support of their DEI strategies.
17. In respect of QAS Accredited practitioners, DEI Specialist Reviews are underway, and the first tranche of reports have been reviewed by the QAS Committee.

E: Conclusions

18. The Board is asked to note this paper and discuss any other work that it feels should be undertaken to assist with its role in promoting the IFoA's DEI strategic objectives.