

COLUMN

DIVERSITY IS MORE THAN A NUMBER

All international actuarial organisations are built on a simple but ambitious idea: that national associations can achieve more together than they ever could individually. At AAE, bringing together expertise from different European countries allows us to develop stronger professional standards, exchange knowledge and speak with a more credible actuarial voice. But this promise only becomes reality if we embrace diversity in all its forms.

Geographical diversity is essential. Actuaries work in markets with very different legal systems, economic conditions, regulatory environments and insurance traditions. A solution that appears obvious in one country may be impractical in another. By ensuring that different regions are represented, we create guidance that is more robust, more widely applicable and more likely to gain broad support.

The same is true for the diversity of our member associations. Some represent many thousands of actuaries with extensive professional infrastructures; others are much smaller and operate with limited resources. Both perspectives matter. Large associations often contribute significant technical capacity and experience, while smaller associations frequently bring agility, innovation and a fresh view on established practices. Together, they provide a more complete picture of our profession.

Professional diversity is equally valuable. Actuaries work in life and non-life insurance, pensions, health, investments, banking, risk management, data science and many emerging fields. An organisation that draws on this wide range of expertise is better equipped to address new challenges and identify opportunities that may otherwise be overlooked.

Gender diversity also matters, and our profession benefits from ensuring that talent has equal opportunities to contribute. Therefore, improving gender balance in our bodies continues to deserve attention.

Ultimately, diversity is not about checking boxes or meeting quotas. It is about improving the quality of our discussions and the strength of our decisions. Perhaps most importantly, it helps ensure that members across all our associations can recognise their own realities in the outcomes we produce together.

Of course, diversity alone is not enough. It must be accompanied by mutual respect, openness and a genuine willingness to listen. The best solutions rarely emerge because everyone thinks alike. They emerge because different perspectives are brought together with a common purpose.

In our European actuarial community, our differences are not obstacles to overcome. They are the very reason why working together creates value. The wider the range of voices around the table, the stronger our profession becomes—and the better equipped we are to serve the public interest in an increasingly interconnected world.

Birgit Kaiser
Chairperson of the AAE Professionalism Committee

COLOPHON

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EUROPEAN AGENDA

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