



**Actuaries
Institute**

Gender Diversity - Where to from here?

Presented by: Adam Butt,
Alice Huang, Jennifer Lang and
Michael Rice

Facilitated by: Jenny Lyon

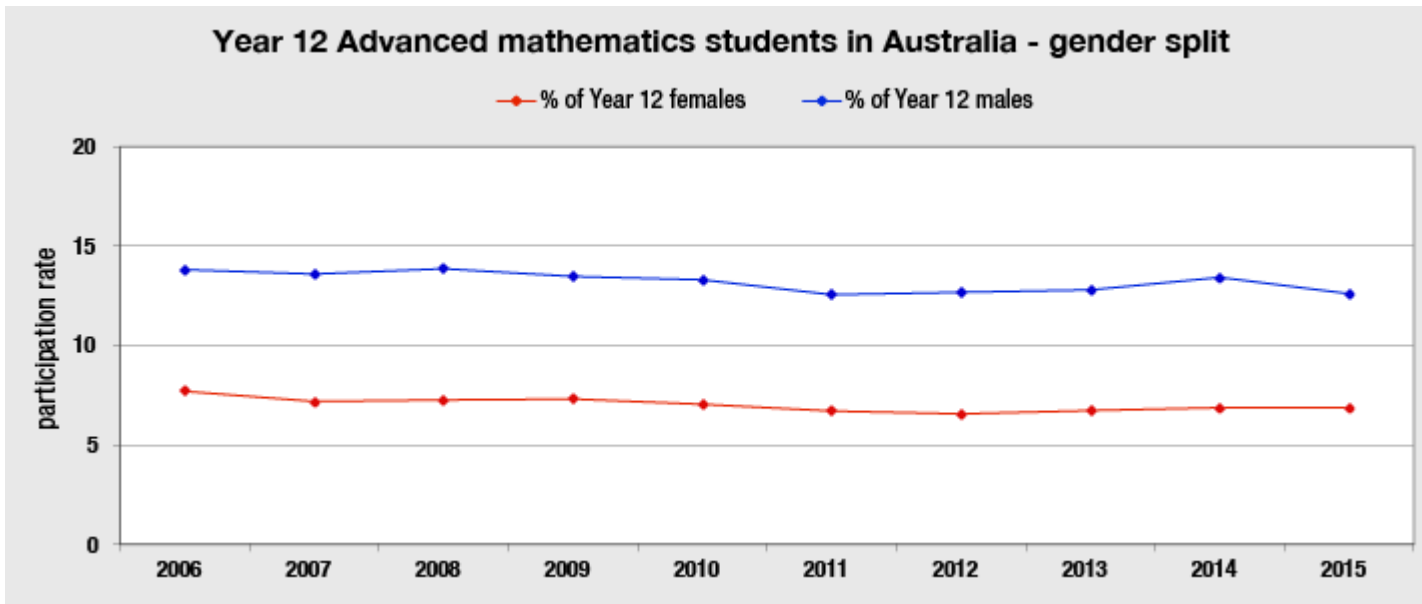
Welcome

Jenny Lyon
Facilitator

Adam Butt

Associate Professor, ANU

Year 12 Advanced Mathematics enrollment

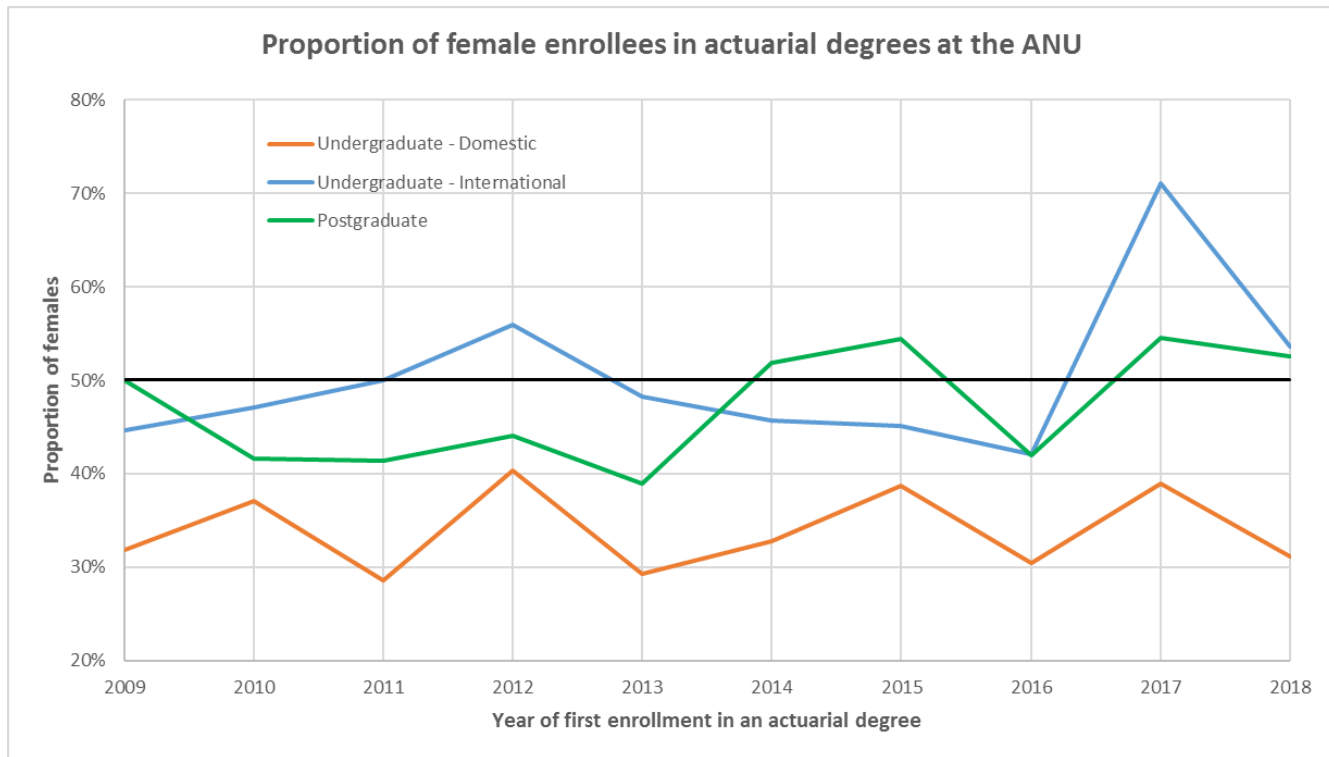


Source: [Australian Mathematical Sciences Institute](#)

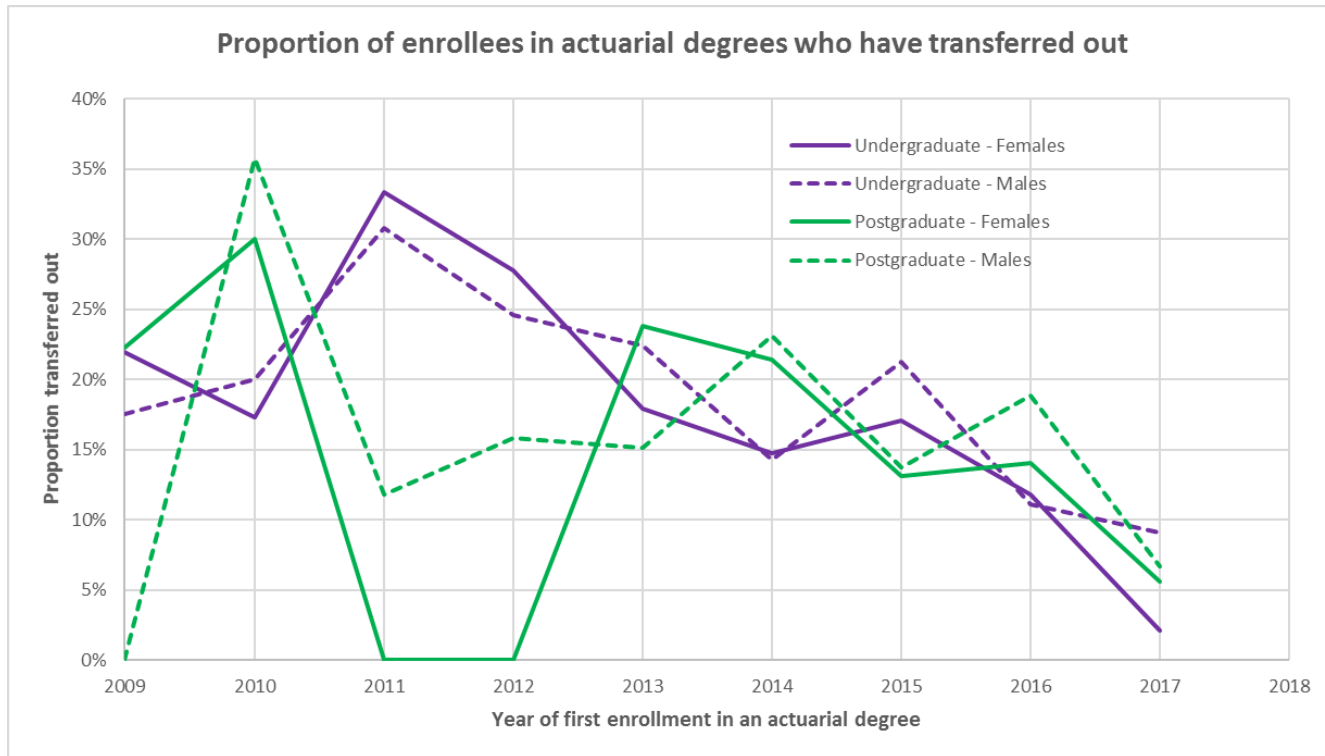
Introduction to Actuarial Science Massive Open Online Course

Country	Proportion of female enrollees (self reported)
Australia	30%
United States	37%
India	29%
UK	33%
Canada	33%
All	30%

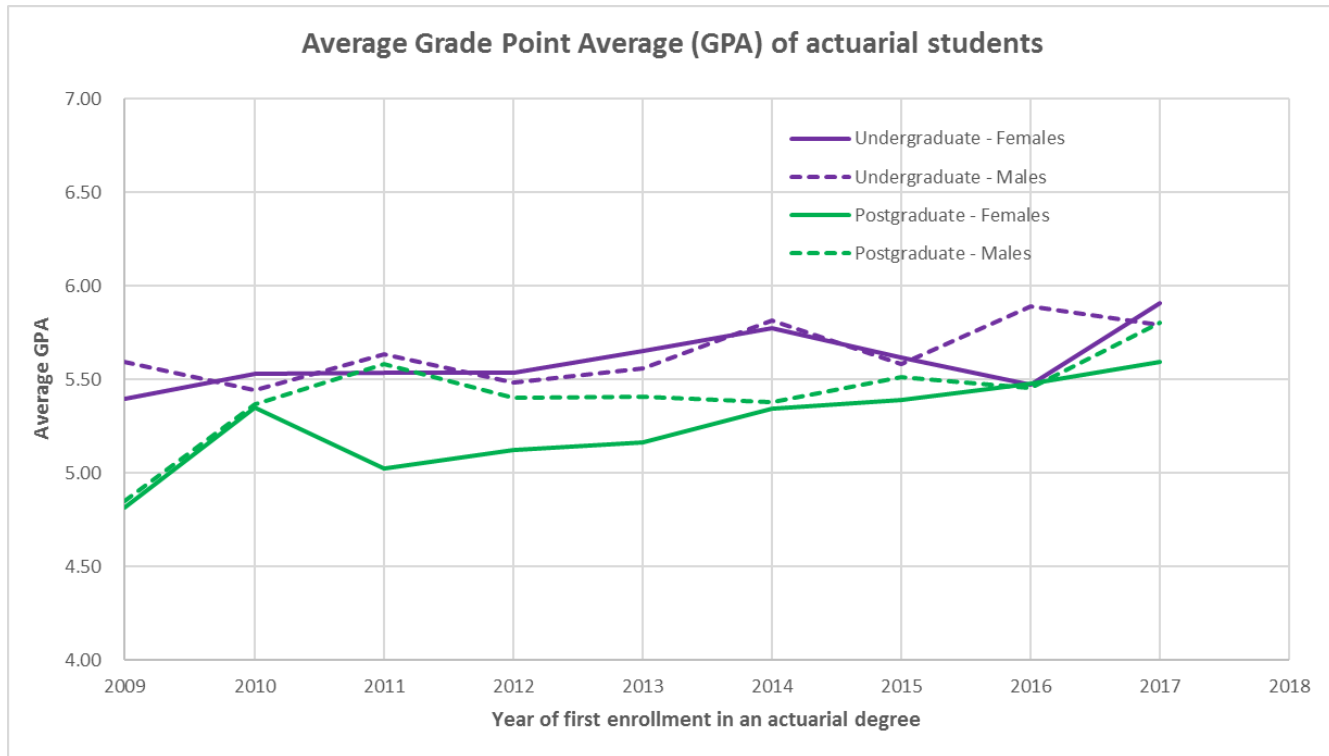
Trends at ANU - enrollment



Trends at ANU – transfers out



Trends at ANU – performance in degree



Other professions

- 17.0% of degree completions in IT are from female graduates
- 15.6% of degree completions in Engineering are from female graduates
- 12.4% engineers are females

Source – [catalyst.org](https://catalyst.org.au/)

Gender Diversity Matters

Alice Huang, Finity Consulting
March 2018

Who am I?

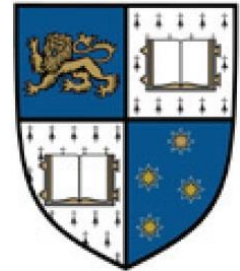


Alice Huang



- Principal at Finity Consulting
- Fellow of Institute of Actuaries in 2008
- Leads our SME Pricing & Analytics Practice
- Develop big data products & analytics
- Expertise in commercial lines & long tail claims

Who am I?





PHILIP BAXTER COLLEGE



Apology from Philip Baxter College Residents

This letter is a statement of apology from residents of Philip Baxter College to the community at large for conduct of a sexist and misogynistic nature. As a College we acknowledge and understand the boundaries that we have crossed. As a College community we condemn the actions outlined within the chants and their misogynistic sentiments. The words pronounced are in no way an indication of the values that Philip Baxter College adheres to, but the mere fact that we have sung them is enough to tarnish the integrity of every resident. Bringing this issue to light has made us realise the naivety we have been clouded by for not realising the impact issues of this nature have on society. As a community we are using this opportunity to reaffirm the values with which we live by and ensure that nothing of this nature is ever present within our culture again. We will ensure that there is an increase in education and awareness internally to make sure that our residents understand and appreciate this very prevalent societal issue.

Residents of Philip Baxter College

My experiences



When have I been part of that culture?

The world is changing

- Recognizing the benefit of gender diverse teams:

"We'll need to harness our collective intelligence and approach problems with cognitive diversity. It's no longer OK for workplaces to lack gender equity; not only is it not fair, it's not smart."

- KARIN HALLIDAY, Senior Manager, Corporate Governance at AMP

- More meritocracy, less old (white) boys club
- We can all be part of making our world a better, more fair & equitable
- This affects all of us, and those we care about

What can we do?

Employers

- Change culture
- Set a goal → what does equal opportunity look like to your organization?
- Communicate & get people on-board
- Plan for how to get there
- Consider short term incentives to promote women

The Institute

- Education & awareness – continue to promote this topic
- Leading by example
- Guidance and support?

Every one of us

- Culture change starts with each of us
- Speak up (in an appropriate and reasonable way)
- Be part of the group that instigates change

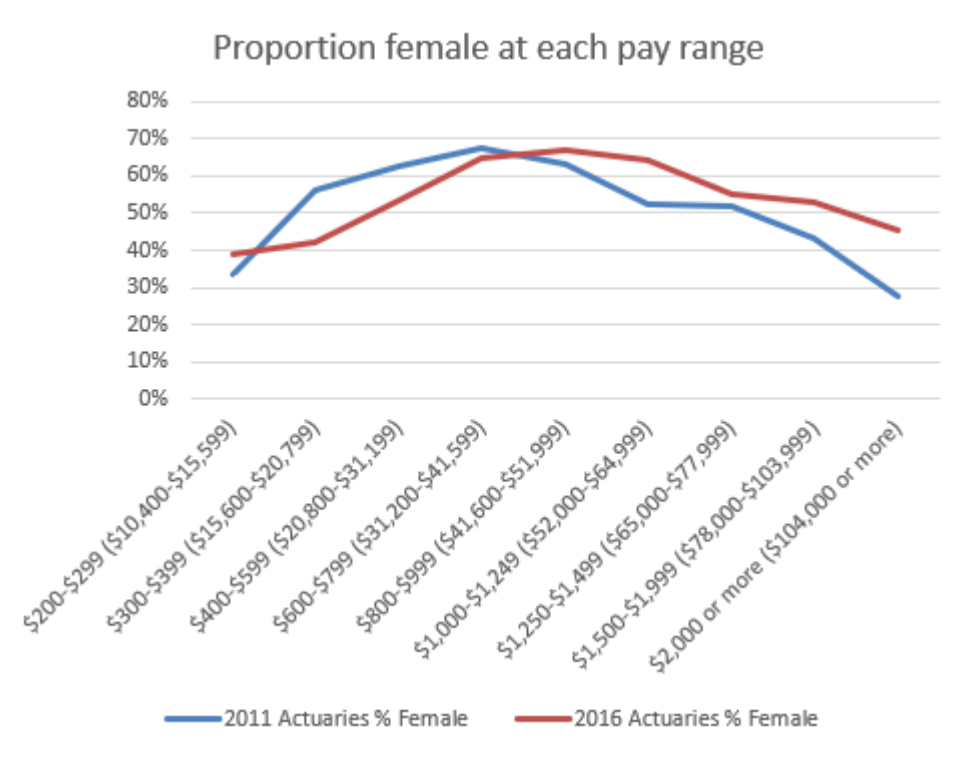
Women as Leaders

Jennifer Lang

Where have we come from?

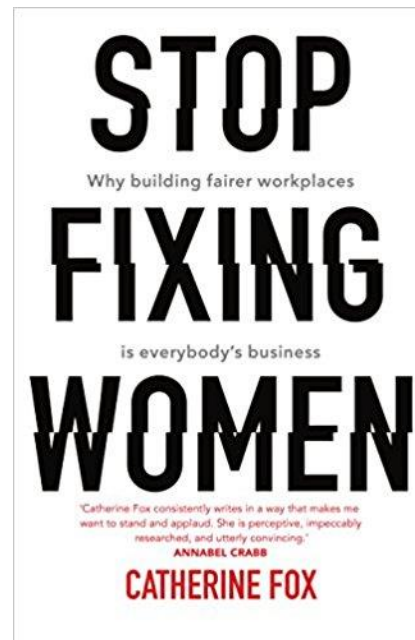


Where are we now?



What can we do as leaders?

- Unconscious bias (male and female)
- Performance Management systems
- Very specific role requirements
- Build a fairer workplace for everyone



RICEWARNER

Insight like no other

Valuing females and rewarding them in retirement

Michael Rice

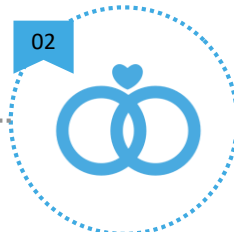
Unique challenges facing women

Superannuation Journey

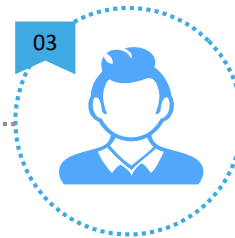
A system built for an employee working **35 years continuously, full-time** and receiving **regular pay rises...**



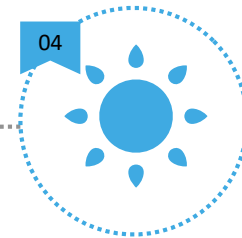
Starts Work



Gets Married



Continues working
No career break and
continued super contributions

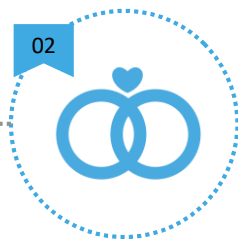


Retires
Once eligible for
Age Pension

Superannuation Journey



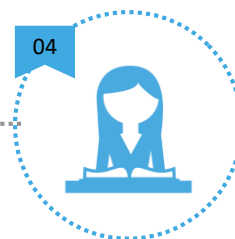
Starts Work



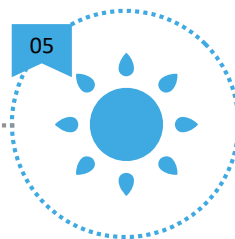
Gets Married



Has Children
Career break and
no super contributions



Returns to Work
Reduced super
contribution

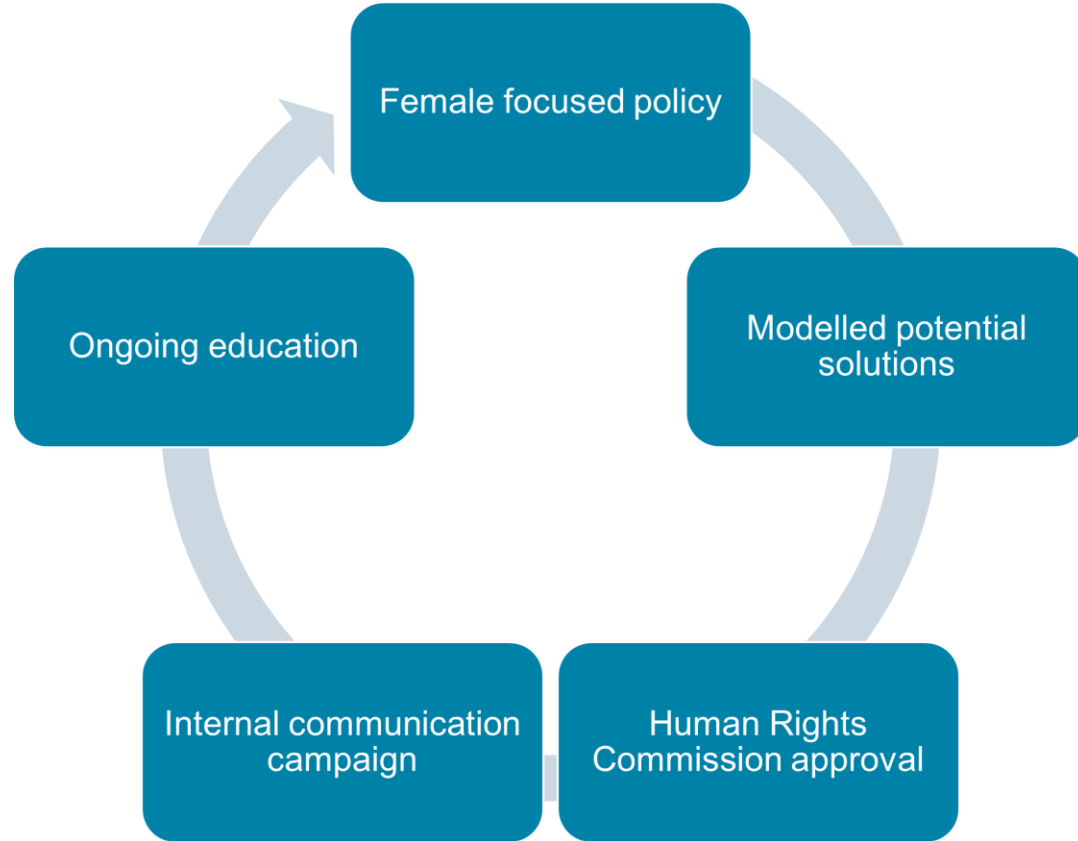


Retires Early
Super contributions cease
and start spending super

A typical **female journey** where on average females **earn 18% less**
and **live three years longer** than males.

Rice Warner's Valuing Females Policy

Valuing Females Policy



Valuing Females Policy



Q&A

