



# STEM stars

Actuarial Scholars Program



**2023 SPONSORSHIP OPPORTUNITIES**





# Diversity. Equity. Inclusion.

Launching our STEM Stars Actuarial Scholars Program begins a new, research-based strategy that will directly address the actuarial industry's need to transform its own community. The Actuarial Foundation and its partners are committed to creating an equitable actuarial field that represents, includes, and learns from colleagues' diverse lives and personal and professional experiences.

Currently, dramatic disparities in career attainment exist in the actuarial profession for the BIPOC (Black, Indigenous, People of Color) community. The Society of Actuaries (SOA) and Casualty Actuarial Society (CAS) estimate that Black members make up only 2.6% and 2.2%, respectively, of U.S. members; Latine members represent 1.5% of both Societies; and Native American members represent less than 0.5% of CAS members in the U.S. This compares to the U.S. population in which Black, Latine and Native Americans make up 13%, 16%, and 1% of those ages 25 and up (U.S. Census Bureau, 2021).

The STEM Stars Actuarial Scholars Program provides the opportunity for the actuarial profession to benefit from the particular and cumulative gifts the BIPOC community offers colleagues, organizations, cultures, leadership, and the industry.



## “What makes this new?”

Many scholarship programs, including our own, have been developed in the past with a goal of increasing diversity in the actuarial profession, yet the numbers have not significantly changed. Innovation requires the integrity to learn from past efforts and to assess existing needs to meet students and future actuaries when, where, and how it matters most in their lives.

In 2021, The Actuarial Foundation identified that a new approach was needed: one that recruits and supports qualified students from high school to college to internships to career, effectively moving the needle on diversity in the actuarial profession. Our commitment to providing a comprehensive array of supports in addition to scholarship funds for talented but under-resourced students will have a lasting effect on the actuarial field, its members, and the corporations that rely on them.

These  
research-  
based supports  
include:

- ★ Early recruitment in high school
- ★ University, corporate, and actuarial association partnerships
- ★ Guided mentoring from young and experienced actuaries and student partners
- ★ Real-time support and outreach via relationships and technology
- ★ College preparation
- ★ Cultural competency and sensitivity
- ★ Four-year commitment to financial support (\$20,000 total)
- ★ Job shadowing and internship exposure
- ★ Development of personal and professional networks



# Experience. Research. Integrity.

# Engagement. Service. Success.

We are excited to announce our first cohort of STEM Stars Scholars! You can learn more about them at [actuarialfoundation.org/stem-stars-2022-cohort](http://actuarialfoundation.org/stem-stars-2022-cohort). In total, we received 139 applications with 64 reaching the review committee. The pie charts represent the 20 Scholars selected to be part of this exciting program.

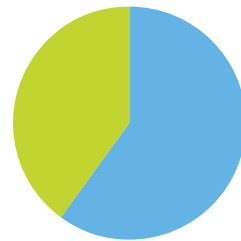
These Scholars participated in our inaugural Summer Orientation Session, have had initial meetings with mentors, and will be involved in activities throughout the academic year. Mentors were trained to

learn about standards of care/concern (e.g., professional guide vs. personal coach), best practices and resources, and skill development (e.g., active listening particularly with an ear for diverse and equitable experiences). Each student is matched with two mentors; they will be required to check in monthly, offer evaluations and feedback to staff on a regular basis, and participate in an online community that will offer live events, bi-monthly cohort "hangouts," 1:1 or group communication, resources, and a growing network as student cohorts and mentors are added.



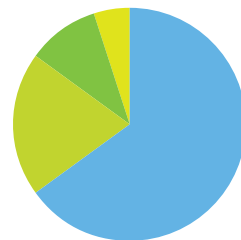
Ava Brown

*"I have always been one of the few women in my STEM classes and the only Black student. With your support and 4 years of uninhibited discovery of math applications at Stanford, I know I can blaze a trail others can follow."*



## Gender

- Male
- Female



## Ethnicity

- Black
- Middle Eastern/North African
- Hispanic/Latino
- Two or more

*"Thank you to all the sponsors for your outstanding generosity and recognition of underrepresented groups in the STEM field."*



Marissa Hilt



# Partnership. Resources. Community.

Innovation also requires collaboration. Our aim is to help participants navigate around and mitigate any barriers they may encounter in pursuing their ultimate goal of becoming credentialed actuaries. By doing so, we will increase the likelihood that participants will complete their academic coursework and, after passing a number of examinations, be fully prepared to enter the profession.

Sponsors of the STEM Stars Actuarial Scholars Program will have the opportunity to:

- ★ Take an active role in increasing diversity in the actuarial profession.
- ★ Connect with and develop the next generation of actuarial talent.
- ★ Foster frequent, positive, authentic, long-term connections with program participants.
- ★ Share information regarding company and actuarial team with an engaged audience of students and colleagues.
- ★ Provide your actuaries to mentor students throughout their STEM Stars years.



## Join Us!

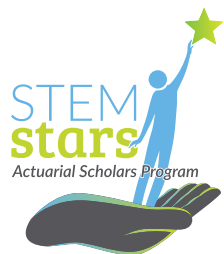
We invite you to be part of this exciting new approach to diversity, equity, and inclusion that will have a lasting impact on the actuarial profession and the cultures of corporate employers. STEM Stars sponsorship opportunities range from \$2,500 to \$100,000, and every contribution matters. (Please refer to the next page for sponsorship opportunities and benefits.)



At the \$25,000 level of support, companies will be extended an invitation to have a representative on the STEM Stars Corporate Advisory Council (CAC) for one year. CAC companies are engaged both financially and personally (with representatives from corporate HR, Marketing, and DEI offices). These CAC representatives have helped shape the STEM Stars program in this inaugural year and have provided outreach to local high schools for student recruitment, facilitated program orientation presentations to students, signed up actuarial colleagues as mentors, and volunteered experts as STEM Stars faculty.

The Corporate Advisory Council continues to grow, and we welcome new companies at any time. Below are the 2022 CAC companies.

- ★ Allstate Insurance Company
- ★ Arch Capital Group Ltd.
- ★ Crum & Forster
- ★ CNA
- ★ MetLife
- ★ Milliman
- ★ Odyssey Group
- ★ Oliver Wyman
- ★ Optum
- ★ Principal® Foundation
- ★ RGA Foundation
- ★ Society of Actuaries
- ★ State Farm®
- ★ Travelers
- ★ Verisk
- ★ Voya Financial
- ★ Wakely Consulting Group
- ★ Willis Towers Watson



## Sponsorship Levels/Benefits

### Presenting Sponsor (\$100,000)

- ★ Event Name Recognition “(Your Company) Presents the Annual STEM Stars Meet Up.”
- ★ Opportunity to speak during Meet Up event.
- ★ Company recognized in annual STEM Stars Scholars new cohort announcement.

### Pioneer Sponsor (\$50,000)

- ★ Company logo featured within STEM Stars Online Community (Circle.co) which is accessed regularly by Scholars and Mentors.

### Pathfinder Sponsor (\$25,000)

- ★ Appoint a company representative to serve on the STEM Stars Corporate Advisory Council for one year.
- ★ Showcase your company with Scholars by providing employee volunteers to serve as Faculty for various programs throughout the year.

### Pacesetter Sponsor (\$10,000)

- ★ Connect directly with Scholars throughout the year by providing employee volunteers to serve as Mentors.

### Builder Sponsor (\$5,000)

- ★ Opportunity to provide 1 TAF-approved company-branded item for STEM Stars Scholars within 2 TAF-mailed packages.
- ★ Opportunity to provide one video clip about your company to be shared with Scholars.

### Ambassador Sponsor (\$2,500)

- ★ Opportunity to provide 1 TAF-approved company-branded item for STEM Stars Scholars within 1 TAF-mailed package.
- ★ Social Media Recognition as a STEM Stars program sponsor.