



NAWA

Network of Actuarial Women and Allies

Hello everyone,

Hope you are having a great day so far! Please see below for the March 2022 edition of the NAWA newsletter.

Know someone who would be interested in becoming a member? Forward this newsletter to them! Was this email forwarded to you? [Become a member](#) and get future updates directly from NAWA.

Message from the Board

A year ago, we met and discussed the possibility of an actuarial women's group. We shared our experiences – some really positive experiences in the workplace, but also our not-so-positive experiences too. There was mutual agreement that such an organization was not only needed, but also long overdue. We started with our vision and crafted our mission and foundational principles thoughtfully. We sought to create a supportive community – one for women and our allies – where we could come together to educate, support, learn, and push for change together. As we started to pull together the framework of our organization, we decided to take the leap and launched the Network of Actuarial Women and Allies (NAWA) on LinkedIn in May, followed by our official launch event in October. The support we have received so far from individuals, companies, and partner organizations has been astounding! We are grateful for the enthusiasm from our community and are working hard to keep the momentum going. We have pulled together our impact committees and sub-committees and have lots in the works for NAWA in 2022 and beyond. Our newsletter will be a great way to learn more about key events, opportunities, and voices for and from our community. Have additional ideas for NAWA? Please share them! We welcome and want to hear your feedback too. We hope that you are as excited as we are for what is to come and share with your networks as we continue to grow.

The NAWA Board

NAWA

For those that are new here, we want to kick off our first newsletter with an introduction of our organization:

From the 80s to the 2010s the actuarial profession saw steady growth in the percentage of female actuaries - rising from around 20 up to 31%. But for the past decade, things have stayed stagnant and female representation at senior leadership levels look even worse.

We started the Network of Actuarial Women and Allies (NAWA) with the **mission to connect and empower women of all backgrounds, races, ethnicities, and life circumstances to be successful in the actuarial profession**. Because the support of allies are key to meaningful change, it is just as important to include allies in our community as the women we are seeking to empower.

To support our mission, you can expect the following **foundational principles** to uphold every event/program/initiative from NAWA:

- Increase equity and representation of women in the actuarial profession at entry, in leadership positions, and within all professional organizations
- Create a sense of community amongst women across sectors, specialties, and walks of life
- Provide opportunities for personal and professional development tailored toward women and allies

Content

Article highlights

Title: Unconscious Gender Bias and How to Combat It

Description:

Unconscious bias has a real impact in the actuarial profession. We are not immune. It can be seen in concrete numbers around the prevalence of women in higher level roles as well as intangible attitudes and treatment of women on the job. It can even be seen in performance appraisals where men may be penalized for seeking help because it does not fit a “male” stereotype.

The good news is that we have the power to take on this challenge headfirst. We can raise our own awareness of what it is, where it comes from, and then take the first steps toward keeping it from impacting all of our careers.

Visit the NAWA Narrative to [read more](#).

Upcoming Events

NAWA Events

Title: Empower Hour: How to Negotiate Successfully as a Woman

Time: Thursday, March 17th from 12-1pm ET

Free Registration: <https://tinyurl.com/jkhzjxjk>

Speaker Bio:

Kathryn Valentine is the Founder of Worthmore Strategies, a consulting firm focused on achieving gender parity in the workplace by empowering women to ask for what they need to be happy, productive, and successful in their careers. Her work has been featured in Fast Company, Adweek, Working Mother and Forbes. Kathryn graduated from the University of Virginia, where she was a Jefferson Scholar, and started her career at McKinsey. She has an MBA from the Kellogg School of Management. While in business school, she researched how to negotiate specifically as a woman; that work is the foundation of her research-based approach to women's leadership development. Kathryn currently lives in Atlanta with her husband and their two sons. She enjoys running, reading and burns everything she tries to cook.



Synopsis:

Based on more than seven years of research and hundreds of negotiations, Kathryn has created a proven approach to negotiating successfully as a woman. She will outline the benefits of negotiating, the barriers that can hold women back, and share her research-based solution that empowers women to advocate for themselves in the workplace. Participants will learn:

- All the benefits of negotiating, including those that aren't as commonly known
- To identify common roadblocks than can prevent (even very successful) women from negotiating

- A research-based approach that ANY woman can use to become a great negotiator, improving both outcomes AND relationships
- To acknowledge allies and how they can use this information

Title: Empower Hour Discussion Groups

Time: Tuesday, March 29th from 12-1pm ET

Registration:

<https://uso6web.zoom.us/meeting/register/tZYufuytqTotEoUqaZuxvY-wsevKYetoNwn6>

Join the NAWA community for further discussions following the March 17th event with Worthmore Negotiations. Unable to attend the March 17th event? All are still welcome to join!

Additional Events

Title: ‘Celebrating Women in Actuarial Leadership’ Panel Discussion hosted by the Conference of Consulting Actuaries (CCA)

Time: Wednesday, March 9th at 10am CT

Summary: Join the CCA Women in Consulting community for a CCA Leadership Interview Series panel discussion where the presidents will discuss their pathways to leadership, changes that have impacted women in the profession, advice regarding cultural issues affecting women, and how volunteering has positively influenced their careers. This event is free and open to all.

Register [here](#) for free!

Title: The Actuarial Foundation’s 2022 Virtual Gala

Time: Thursday, May 12th from 5-6pm CT with a pre-show at 4:30pm CT

Summary: Join to hear from Margot Lee Shetterly, the best selling author of *Hidden Figures*. Margot Lee Shetterly’s *Hidden Figures*—the #1 New York Times bestseller that inspired a #1 movie in America—is the true story of the black women mathematicians at NASA who helped fuel some of America’s greatest achievements in space.

Register [here](#) for free!

Volunteer with NAWA

Interested in volunteering with NAWA? We have four different impact committees and various sub-committees looking for additional support. Let us know how you’d like to help through our [volunteer interest form](#).

- Partnerships

- Focused on building a strategy for corporate sponsorships and partnering with the CAS, SOA and other actuarial diversity networks on impactful DEI strategies and initiatives.
- Measurement & Reporting
 - Focused on collecting, synthesizing and sharing relevant data, reports and information with NAWA members and the industry to identify opportunities and measure progress within the profession.
- Marketing & Events
 - Focused on managing social media channels, marketing and developing events, and forming the organization's content strategy including management of the NAWA Newsletter and NAWA Narrative.
- Programs
 - Made up of various sub-committees focused on general strategy of NAWA programs, mentorship and university outreach.

Call to Action!

Become a Writer with The NAWA Narrative

Are you interested in writing an article to be featured on NAWA's website and shared on our social media platforms? If you have a topic falling under effective allyship, the importance of networking, salary transparency, the pay gap, workplace issues, or another topic of your own that you're passionate about, we'd love to work with you to share an article with our members! We are currently working on scheduling writers bi-monthly for the remainder of 2022, so please fill out the [form](#) to receive more information.

Spread the Word

Help us build our NAWA community and share this newsletter or our upcoming events with 3 people from your network!

Donate to NAWA

To mark Women's History Month, celebrate by empowering and supporting actuarial women with a donation to NAWA [here!](#) Your donation to NAWA will go towards:

- *Hosting the FY2022 virtual and in-person events featuring speakers and topics to equip our women and allies for success*
- *Technology accelerator for NAWA's first mentorship program, anticipated to launch Summer 2022*
- *Outreach events for students and other potential candidates focused on diversifying the pipeline of actuarial candidates entering the profession*

- *Investment in improving the industry measurement & reporting capabilities through data collection and reporting*
- *Future NAWA programs identified to provide personal and professional development opportunities for our members*

Connect with us

- LinkedIn: [NAWA: Network of Actuarial Women and Allies](#)
- Instagram: @nawa_actuaries
- YouTube: [NAWA Actuaries](#)
- Email: Ally@NawaActuaries.org