

VOICES OF IABA

July 2026

Vol.1

President's Corner



As President of the International Association of Black Actuaries, my vision for the organization is simple: for Black actuaries to see themselves fully in this profession. Not only as technical experts who contribute valuable analysis and insight, but also as confident leaders who are prepared to influence decisions and shape the future of the profession.

Too often, imposter syndrome and a lack of visible representation can cause talented professionals to question whether they belong or whether leadership is truly within reach. I want to challenge that mindset. Black actuaries belong here,

and we should feel confident stepping into roles where our voices, judgment, and leadership can shape the future of the profession.

Visibility and representation matter because they influence what people believe is possible. When Black actuaries are seen in leadership, speaking roles, and decision-making spaces, it sends a powerful message to others: you can do this too. Representation helps break down the idea that leadership belongs to only a select few and reminds us that excellence comes in many forms.

My vision is not only for Black actuaries to progress within the corporate space, but to also recognize that leadership opportunities exist in many other places – professional associations, mentoring, committee work, board service, and community engagement. Not everyone is called to the same path, and that is okay. What matters is that we each find ways to lead, contribute, and make an impact in spaces that align with our goals and values.

At IABA, I want to encourage Black actuaries to build confidence in their abilities, move past the fear of not belonging, and pursue opportunities that challenge them to grow. Whether that means taking on a new role, speaking up in a meeting, mentoring others, or serving in a leadership position outside of the corporate structure, every step forward matters. The profession is stronger when Black actuaries are visible, confident, and leading in ways that are authentic to them.

When Numbers Meet Impact



Dear Members,

IABA is a community of talented, intellectually curious, and conscientious individuals, and the Impact and Membership Committee has been thinking about how to bring out the best in us.

It is our honor to revive Voices of IABA – IABA’s quarterly publication. To give life to that name, we are asking you, our members, to lend your voices to the ideas that excite you, the problems that keep you up at night, and the possibilities that give you hope, through a section called **“When Numbers Meet Impact.”**

If any of the following apply to you, we invite you to submit a piece for the section:

- You are working on a project or concept on a new frontier of risk management, insurance, or an adjacent space
- Your research could shape how things are done in the industry, government, or the broader public domain
- You have been thinking about how actuarial framing and perspectives can help address interesting challenges of our time and in our communities.
- You have interest in continuing to shape the brand of the profession

Interesting assertions and new ideas are very welcome - catalyze contemplations and dialogue in your writing! However, we ask that you demonstrate respect and a measured tone in your presentation of ideas. Critique without attacking, defend with theory and evidence, support with logic, and inspire with a vision of what is possible. Remember that you are writing for a broad audience, so your writing needs to be accessible and comprehensible across a breadth of readers. You may submit a piece at any time to be reviewed by members of the committee for clarity. During the review process, we will inform you whether your piece would be published as is or request revisions to make the submission more suitable for our audience.

If this is something that interests you, please submit your piece via this [link](#). If you have any questions, please reach out to the Impact and Membership Committee at news@blackactuaries.org. We look forward to your contributions and the conversation and action they will inspire across our audience.

With gratitude,
IABA Impact and Membership Committee.

Meet the 2026 Candidates for CAS Leadership

This year's CAS election features two accomplished Black actuaries stepping forward to serve at the highest levels of the organization. As part of the election process, both candidates shared insights to help members learn more about their perspectives and leadership vision.

Yvonne Palm - Chief Risk Officer, African Reinsurance Corporation, Lagos, Nigeria.



On why she is standing for President-Elect of the Casualty Actuarial Society

I am standing for President-Elect of the Casualty Actuarial Society because I care deeply about this profession, our members, and the responsibility we carry as actuarial leaders in an increasingly complex world. At this point in the Society's evolution, steady leadership, inclusive thinking, and a global perspective are essential to strengthening member value and professional relevance; this is where I believe I can best serve.

On how her career experiences have uniquely positioned her to lead the CAS

I strongly believe in the importance of diverse

thought in leadership. As actuaries, we know risk is magnified when perspectives are narrow or assumptions go unchallenged. My career has required navigating uncertainty, resource constraints, and rapid change. These experiences inform how I approach governance, decision-making, and leadership: with curiosity, pragmatism, and a deep respect for professional judgement.

Working both within and beyond North America has fundamentally shaped how I view the role of the CAS. I have seen how our credential is perceived globally, where it commands respect, and where its value proposition can be strengthened. I have observed how actuarial organizations compete for talent and influence in emerging markets, allowing me to bring perspectives that complement those rooted in more established environments.

On her career journey and how they have influenced her perspectives on opportunities for the profession to evolve, adapt, and remain relevant

Over my career, I have lived and worked in multiple jurisdictions, including the United States, the United Kingdom, and now across Africa, the Middle East and Asia. This journey has shaped how I view the actuarial profession and the role of the

CAS. I have seen how insurance outcomes are influenced by economic context, regulatory maturity, data availability, and social conditions – reinforcing that while actuarial fundamentals are universal, their application must reflect a wide range of perspectives

“Through my professional and volunteer experience, I have supported collaboration, developed talent, and contributed to the broader actuarial community”

if we are to remain relevant and trusted.

On the role of actuaries in emerging risk management landscapes

I am particularly passionate about the role actuaries can play in building sustainable insurance markets and strengthening risk management capacity, especially in regions undergoing rapid transformation. Through my professional and volunteer experience, I have supported collaboration, developed talent, and contributed to the broader actuarial community. In many parts of the world, property and casualty actuaries are not just technicians, but problem-solvers, advisors, and builders of institutions. The CAS has an opportunity to support this by fostering a globally engaged, analytically strong community grounded in high standards.

On what she would bring to the role of CAS President-Elect and President

As President-Elect, I would lead in an inclusive, collaborative, and steady manner. I value listening to diverse perspectives as much as speaking, and continuity as much as innovation. I will focus on supporting members and ensuring the profession remains relevant across geographies and career stages.

Serving as President of the CAS would be an honor. I would approach the role with humility, commitment, and a clear sense of stewardship, recognizing that today's decisions shape both the Society and the profession we pass on to the next generation. I believe the CAS is strongest when it reflects the full breadth of its membership and looks outward with confidence – delivering greater member value, strong professional standards, and meaningful global engagement. I would be proud to help lead the Society in that spirit.

On the value of volunteering and getting involved

Many of the opportunities that have defined my career came through volunteering, networking, and professional involvement rather than through my day job alone.

Through initiatives such as the African Actuarial Development Academy (AADA), I have gained a much deeper appreciation for the many pathways to success across Africa and the importance of adaptability, leadership, and community in building a meaningful career.

I have also learned that you do not need to wait until you feel fully ready before getting involved. Some of the greatest growth opportunities come from stepping forward, taking on new challenges, and learning along the way. Volunteering has expanded my perspective far beyond my own organization and country, introduced me to remarkable people, and opened doors I could never have anticipated. In fact, I would not be a CAS President-Elect candidate today without those experiences.

On what she wishes she knew when she started and advice to her former self

When I started, I assumed that doing good work would naturally speak for itself. While technical excellence is essential, I have since learned that careers are shaped just as much by relationships, visibility, and service to the profession.

If I could give one piece of advice to my younger self, it would be this: the opportunities that change your career often begin with a simple willingness to contribute.



Nicole Harrington - Actuarial Director, Progressive Insurance, Cleveland, Ohio, United States.**On why she is standing for election to the CAS Board of Directors**

Over my 20-year career, I have watched our profession navigate several inflection points as new data and technology reshaped how we understand and manage risk. The next decade will determine how integral actuaries remain to risk and insurance decisions in an analytics- and AI-driven world. I am running for the CAS Board to advocate for actuaries and our profession, and to help ensure the CAS continues to develop and support members in ways that keep us relevant, trusted, and influential in this next chapter.

On the CAS' opportunity to provide value to its members and the industries they serve

I believe the CAS is uniquely positioned to connect what employers need with what candidates and members are seeking. Employers want actuarial talent that can pair technical rigor with practical judgment and effective communication. Candidates and members want careers that remain engaging and viable, where they can use their expertise

with purpose, have real impact, and continue to thrive as the work evolves. The CAS sits at the intersection of these needs through its education, research, professionalism, credibility, and community. I want to help build on the current strategic direction by improving how we support candidates and members, how we prepare for what is next, and how we reinforce the value we bring to the industry.

On alignment of CAS services and programs with professional arcs and interests of its members

Lifelong development is at the core of why I want to serve. Early in our careers, we need a solid analytical and technical foundation, community, and a credentialing process that is demanding but relevant and efficient. Mid-career, we need broader business context, leadership skills, and the ability to apply new analytics and AI tools with judgment and professionalism. Later in our careers, we want meaningful opportunities to mentor, influence strategy, and shape where the profession goes next. I want CAS programs and offerings to reflect that full arc, so candidates and members can see a clear path to grow expertise, stay current, and lead through change.

On the value of volunteering and getting involved

Through my career and volunteerism within the actuarial profession and my local community, I have seen how powerful it is when people with different perspectives and experiences help shape our work. It strengthens our pipeline, broadens how we think about risk, and improves the impact we have on the industry, customers, and communities we ultimately serve. On the Board, I would support efforts that expand awareness of the actuarial profession, improve the experience for candidates, and

and create more ways for members at all levels to see themselves as partners of the CAS, both shaping its direction and drawing strength from its mission, educational resources, and community.

On how her career experiences have uniquely positioned her to contribute to the CAS Board of Directors

My experience has also prepared me to contribute in a practical way to the CAS Board.

In my roles across reserving, ratemaking and product management, I have seen how employers rely on actuarial insight and our credentials to support decisions across the business. I understand what they expect from our qualifications

and how important it is that CAS education and programs stay connected to real business needs. In parallel, my board service and volunteer roles in the community and within the profession have given me hands-on experience with strategic planning, governance, and making decisions that balance ambition with finite resources.

Serving on the CAS Board would allow me to draw on my experiences, insights, and commitment to our profession to help the CAS honor its legacy while developing agile, forward-looking actuaries who can build expertise, lead with confidence, and grow,

adapt, and lead in a changing industry. I would be honored!

On what she wishes she knew when she started and advice to her former self

What I know now, and wish I had known when I started out, is that too many people spend the early part of their careers playing smaller than they were meant to. We wait for permission to speak up, permission to lead, permission to think bigger. One of my favorite Beyoncé lines is, "...never seen a ceiling in my whole life..."

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and I believe that one of the first ceilings many of us face is the one we place on ourselves. At this point in my life, I don't believe there is anything I cannot do, even if I have to do it scared...Of course, mindset

alone is not enough. A mentor once gave me advice I still carry and that's to have "relentless perseverance". That, combined with doing every single thing, big or small, with excellence, changed I move through

both my career and my volunteer work.

If I could tell my younger self anything, it would be this: stop shrinking, stop waiting, and stop asking for permission.

CAS Fellows and Associates who have been members for at least five years can cast their votes from June 30th to July 28th 5pm EST. [Read more](#) about the candidates.



Executive Director's Update



One of the most important things IABA can do as an organization is create opportunities for our members' voices to be heard. The actuarial profession is built on expertise, analysis, and insight.

Every day, IABA members are conducting research, solving complex business challenges,

leading teams, developing innovative solutions, and contributing to important conversations across our industry. Yet too often, that knowledge remains within individual organizations or professional circles.

That is why I am excited for this relaunch of **Voices of IABA**. Voices of IABA is designed to showcase the thought leadership, experiences, and expertise of our members. It provides a platform for actuaries at all stages of their careers to share perspectives, ideas, research, and lessons learned with the broader community. I believe our collective knowledge is one of IABA's greatest assets. The more we share with one another, the stronger our community becomes and the more impact we can have on the profession as a whole.

Thank you to the members who contributed to this inaugural issue. I hope their insights spark new ideas, meaningful conversations, and continued engagement throughout our community.

I look forward to seeing even more member voices featured in future editions.

Jeffrey Brown

Executive Director

International Association of Black Actuaries

Affiliates & Industry Updates

Toronto Affiliate - Summer BBQ

IABA Toronto Affiliate is calling all Toronto IABA members to the 3rd Annual Summer BBQ on **Saturday, July 11 from 1:00 PM to 5:00 PM**. Location is High Park, Toronto Ontario. Express your interest by registering [here](#)

2026 Annual Meeting: Change the Equation

The Annual Meeting countdown begins. Join us for an exciting extended weekend of networking, professional development, and

career building opportunities at The Westin, Charlotte from **August 6 to 9**. Early bird pricing and hotel reservations end on **July 11**.

Washington, DC Affiliate

The IABA DC Affiliation participated in a fireside chat, **The Math behind the Mission**, with the National Association of Black Engineers DC.

To get involved with your local affiliate, you can find the leaders' contact information [here](#)

Call for Submissions

We are asking all IABA members and allies to support Voices of IABA by **submitting entries** on:

Where Numbers Meet Impact: Lend your voices to the ideas that excite you, the problems that keep you up at night, and the possibilities that give you hope.

New Job Opportunities, Career Moves or Recent Promotions: Navigating an actuarial career is challenging. Making career pivots, recent promotions and starting a new job, although exciting, can be nerve-racking. We want to celebrate you!

New Credentials or Exam Passes: The long hours

finally paid off and we understand the sacrifices an efforts to get here. Let us celebrate your successes with you!

Travel, Recipes or Book Recommendations: The trip finally got out of the group chat? Finally experienced that one city on your bucket list? Tried a new recipe or refined that family recipe? Have a book club or want to share your recent read?

Life Updates: Moved to a new city or country and want to connect with members? Share your story so we can connect you to the larger IABA audience

Celebrating Our Members

- Congratulation, **Jessica Macha** for being promoted to Health Actuarial Consultant at Deloitte Consulting.
- Congratulation, **Nikaya Smith** on your new job opportunity as an Actuarial Manager at Milliman.
- Congratulations, **Nerissa Sanderson** on your recent internship at Zurich Canada.
- Congratulations, **Elang Bogopa** on your recent graduation from the University of Toronto and starting a new career at Intact as an Actuarial Analyst.
- Congratulations, **Tawonga Muliya** on your new designation as an Associate of the Society of Actuaries.
- Congratulations, **Imani Ooko** on your new designation as an Associate of the Society of Actuaries.

ICYMI

Stay on top of IABA news and socials:

- **Emerging Leaders Program Interest Meeting:** IABA is inviting interested members for a virtual information session to learn more about IABA's Emerging Leaders Program on July 9. Register [here](#).
- **Newly Credentialed Actuaries:** Complete the [Recognition form](#) to be celebrated at the upcoming Annual Meeting.
- **CNA Actuarial Job Shadow Day:** Our partners at CNA are inviting all students to participate in year's half-day job shadow event on July 30. Register [here](#).
- **Coffee Conversation with David Hanzlik - TruStage:** IABA is hosting the next coffee conversation with David Hanzlik, FSA, MAAA on July 23 at 11:00 AM ET. Register [today](#).

Stay in Touch

Thank you for your interest in what the Impact & Membership Committee is building at IABA. Do not hesitate to contact us if you have any questions at impact@blackactuaries.org.

If you have questions specifically related to Voices of IABA, contact us at news@blackactuaries.org

Thank you!