

**Comment 17—8/18/2021—5:15 p.m.**

Hello,

Thank you for the opportunity to comment on the 2nd Exposure Draft of the U.S. Qualification Standards.

The mission of my employer, the newly-formed organization consisting of Grand Rounds Health, Doctor On Demand, and Included Health, is **to raise the standard of healthcare for everyone, everywhere**. To do so, in the words of Dr. Ian Tong, Chief Medical Officer, "we must truly understand the unique needs and preferences of the diverse members we serve, actively identify opportunities for improvement, and hold ourselves accountable for delivering compassionate, affirming care to all."

In accordance with this mission and in the spirit of improving actuaries' service to the public, I support the inclusion of a one-hour "bias topics" CE requirement. I note that such requirements are not unusual for professional organizations (cf. the Bar Associations of California, Florida, Minnesota, Missouri, New Jersey, New York, Oregon, and West Virginia, the Michigan Public Health Code, and the Medical Board of California, to name just a few).

To hold ourselves more accountable for our work products and to make better decisions in the complex world our models describe, actuaries have a duty to mitigate biases in ourselves, our assumptions, our work products, and our impact on the communities we serve.

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