



# 2022 CALIFORNIA INSURANCE DIVERSITY SURVEY NARRATIVES (SURVEY QUESTIONS)

California Department of Insurance | Insurance Diversity Initiative

 [www.insurance.ca.gov/diversity](http://www.insurance.ca.gov/diversity)     [CA.IDS@insurance.ca.gov](mailto:CA.IDS@insurance.ca.gov)

## PART 1: NARRATIVE - GOVERNING BOARD DIVERSITY

**Important:** Insurers **must** provide mandatory disclosures to each board member, prior to, or concurrently with, the survey. Disclosures to board members must notify the board member that the board member's decision to disclose their demographic information is voluntary, that no adverse action may be taken against the board member or the insurer if the board member declines to participate in the survey, and that the aggregate data collected for each demographic category will be reported.

1. Provide the name of the company with the Board of Directors that represents the ultimate controlling party of the insurance group: \_\_\_\_\_
  
2. How many people:
  - a) Serve on this Board of Directors? \_\_\_\_
  
  - b) Of those in "a", how many identify as:
    - i. Women \_\_\_\_
    - ii. Men \_\_\_\_
    - iii. Nonbinary \_\_\_\_
    - iv. Decline to State \_\_\_\_\_
  
  - c) Of those in "a)," how many are/publicly identify as:
    - i. Disabled Veteran(s)? \_\_\_\_
    - ii. LGBT (Lesbian, Gay, Bisexual, and/or Transgender)? \_\_\_\_\_
    - iii. Veteran(s)? \_\_\_\_
  
  - d) Of those in "a)," how many identify as:
    - i. Native American? \_\_\_\_\_
    - ii. African American? \_\_\_\_\_
    - iii. Black? \_\_\_\_\_
    - iv. Asian:
      - a. Asian – Cambodian? \_\_\_\_\_
      - b. Asian-Chinese? \_\_\_\_\_
      - c. Asian – Filipino? \_\_\_\_\_
      - d. Asian – Indian? \_\_\_\_\_
      - e. Asian – Japanese? \_\_\_\_\_
      - f. Asian – Korean? \_\_\_\_\_
      - g. Asian – Laotian? \_\_\_\_\_
      - h. Asian – Vietnamese? \_\_\_\_\_
      - i. Asian – Multiple/Other? \_\_\_\_\_
      - j. Asian – Decline to State? \_\_\_\_\_



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- v. Pacific Islander:
  - a. Pacific Islander – Guamanian? \_\_\_\_\_
  - b. Pacific Islander – Hawaiian? \_\_\_\_\_
  - c. Pacific Islander – Samoan? \_\_\_\_\_
  - d. Pacific Islander – Other/Multiple? \_\_\_\_\_
  - e. Pacific Islander – Decline to State? \_\_\_\_\_
- vi. Hispanic/Latino/Latina? \_\_\_\_\_
- vii. Multi-Ethnic? \_\_\_\_\_
- viii. Caucasian? \_\_\_\_\_
- ix. Other; specify? \_\_\_\_\_
- x. Decline to State? \_\_\_\_\_

3. Of the board members in Question 2 sections B, C, and D, who identified as Women, Disabled Veteran, Veteran, LGBT, or non-Caucasian, how many:

a) Currently serve as an officer of the corporation? \_\_\_\_

Check all positions currently held by these board members below:

- Chief Executive Officer (CEO)
- Chief Financial Officer (CFO)
- Chief Operations Officer (COO)
- Chief Human Resources Officer (CHRO)
- Chief Diversity Officer (CDO)

- Chairperson of the Board
- President
- Secretary
- Treasurer
- Director
- Other; please specify:  
\_\_\_\_\_

b) Currently serve as the chair on one of the board committees? \_\_\_\_

i. Check all committees currently chaired by these board members below:

- Audit
- Compensation
- Finance
- Nominating & Corporate Governance
- Regulator, Compliance, & Governing Affairs
- Other; please specify: \_\_\_\_\_

4. Do governing board members serve under term limits?

- No                       Yes

**If no**, provide the average number of years served by the current governing board: \_\_\_\_



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If **yes**, provide:

- Number of years per term: \_\_\_\_\_ year(s)
- Maximum number of terms a member may serve on this board: \_\_\_\_\_ term(s)

5. Does the charter or governance guidelines of the governing board and / or any of its committees include the goal of increasing and / or improving diversity on the company's governing board?

No       Yes

*A "board diversity policy statement" is any language that refers to an insurer's corporate governance policy or guidelines, with the goal of increasing governing diversity on the insurer's board of directors. Board diversity language as part of an insurer's corporate governance policy describes how the board considers gender, ethnicity, race, age, geographic location, sexual orientation, skills, and experience when identifying director candidates and throughout the nomination process.*

If **yes**, indicate where this language can be found and share below the language of the governing board diversity policy statement: \_\_\_\_\_

6. Does your company have measurable goal(s) to add one (or more) diverse board member(s) on its Board of Directors?

*A "diverse board member" means an individual who self-identifies as a woman, nonbinary, Black, African American, Hispanic, Latino-Latina, Asian, Pacific Islander, Native American, Native Hawaiian, Alaskan Native, veteran or disabled veteran, lesbian, gay, bisexual, transgender, or queer.*

Yes, we have measurable board diversity goals.

If **yes**, indicate where the language of the aforementioned measurable goals can be found and share the language here: \_\_\_\_\_

- No, but there are plans to develop said goal(s) within the next 0 – 12 months
- No, but there are plans to develop said goal(s) within the next 12 – 24 months
- No, but there are plans to develop said goal(s) within the next 24+ months
- No, there are no plans to develop board diversity goals.

If **no plans**, explain why your company has no plans to develop board diversity goals within the next 24+ months: \_\_\_\_\_

7. Were there any board member vacancies in the past 3 years?

No       Yes



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**If yes,**

- What percentage of candidates considered were diverse? (Example: enter 50% as 50)
- What percentage of candidates interviewed were diverse? (Example: enter 50% as 50)

8. When assessing prospective board members, is diversity one of the attributes used within the formal evaluation criteria by the nominating committee and by the board?

No  Yes

- **If yes,** is a benchmark percentage of diverse candidates set to be considered or interviewed for open board member positions?
- **If yes,** what is the benchmark percentage used? (Example: enter 50% as 50)

9. Does your company actively engage in outreach efforts to diversify your board? This can include outreach efforts that are ongoing or intermittent as vacancies arise.

No  Yes

**If yes:**

a) Check all outreach and communication practices in which your company engages below:

**EVENTS** – seminars, meet-and-greets, trainings, etc.

- Attend meet-and-greets to scout potential members
- Host seminar on how to get on corporate boards

Share the name of an event you attended / hosted that has best guided and / or influenced growth of your governing board diversity efforts: \_\_\_\_\_

**MEDIA** – advertising, announcements, interviews, etc.

- Traditional media (newspaper, television commercial, etc.)
- Ethnic media outlets
- Letters to diverse organizations, chambers of commerce, etc.
- Recruitment brochures
- Social media; please specify: \_\_\_\_\_
- Trade publications

Share the name of a media group or outlet that has best guided and / or influenced growth of your governing board diversity efforts: \_\_\_\_\_

**ORGANIZATIONS** – membership, affiliation, sponsorship, etc.

- Member of ethnic chamber of commerce



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Member/affiliate of other organization, please specify: \_\_\_\_\_

Share the name of an organization that has best guided and / or influenced growth of your governing board diversity efforts: \_\_\_\_\_

**PROGRAMS & RESOURCES** – search firms, mentorship, training, locator, etc.

Assemble internal board development team

Manage and run a governing board diversity mentorship program (in-house)

Participate in a governing board diversity mentorship program

Operate a website dedicated to governing board diversity efforts. Provide link here:

\_\_\_\_\_

Retain executive search firm(s) specializing in placing diverse candidates

Technical assistance / training program for diverse candidates

Share the name of a program(s) or resource(s) checked above that has best guided and / or influenced growth of your governing board diversity efforts: \_\_\_\_\_

**OTHER**, please specify: \_\_\_\_\_

b) Explain how, and to what extent, these strategies and practices have been successful in establishing relationships with diverse candidates for board positions: \_\_\_\_\_

10. Additional Comments: \_\_\_\_\_

## END OF GOVERNING BOARD NARRATIVE QUESTIONS

## PART 2: NARRATIVE – INSURER SUPPLIER DIVERSITY

1. Does your company / group have a **supplier diversity policy statement**?

Yes

No

No, but will be creating one within the next 12 months

*A supplier diversity policy statement is any language that refers to the company's / group's policies in regards to supplier diversity, with the goal of procuring goods and services from diverse businesses.*

**If yes**, provide the supplier diversity policy statement below: \_\_\_\_\_



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- Provide a list of all documents in which the statement can be found (i.e. website, company / group report, board charter, etc.): \_\_\_\_\_

- *If the statement is available online*, provide link here:  
\_\_\_\_\_

**If no**, explain why: \_\_\_\_\_

**If no, but will be creating one within the next 12 months**, provide a timeline for when your company / group expects the policy statement to be completed and any other details available at this time (i.e. policy language, policy creation team, etc.): \_\_\_\_\_

2. Does your company / group have a **supplier diversity program**?

Yes

No

No, creating one in 12 months

*A supplier diversity program is any formal plan and / or structure that has been setup specifically for the company / group to implement its supplier diversity policy statements.*

**If yes**, provide an overview of the program: \_\_\_\_\_

- If the program has a designated webpage, please provide the link here:  
\_\_\_\_\_

**If no**, please explain why: \_\_\_\_\_

**If no, but will be creating one within the next 12 months**, provide a timeline for when your company / group expects the program to begin and any other details available at this time (i.e. program plan, program director, etc.):  
\_\_\_\_\_

3. Does your company / group conduct outreach specifically to diverse businesses?

No

Yes

**If yes**, respond to parts **a, b, c, and d** below.

- a. Share all company / group outreach and communication strategies and practices that are conducted specifically to diverse businesses: \_\_\_\_\_



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b. Share any outreach and communication strategies and practices about supplier diversity conducted internally to company / group employees: \_\_\_\_\_

c. Check below all outreach and communication practices in which your company / group engages:

### EVENTS – seminars, meet-and-greets, summits, etc.

- Host matchmaking
- Host supplier diversity events
- Internal Awards Program
- Participate in matchmaking
- Participate in supplier diversity events
- Sponsor matchmaking
- Sponsor supplier diversity events
- None

Share the name of an event you attended / hosted that has best guided and / or influenced growth of your supplier diversity efforts: \_\_\_\_\_

### MEDIA – advertising, announcements, interviews, webinars, etc.

- Traditional media (newspaper, television commercial, etc.)
- Ethnic media outlets
- Social media; please specify: \_\_\_\_\_
- Trade publications
- None

Share the name of a media group or outlet that has best guided and / or influenced growth of your supplier diversity efforts: \_\_\_\_\_

### ORGANIZATIONS – membership, affiliation, sponsorship, etc.

- Member of a certification agency
- Member of ethnic chamber of commerce
- Member/affiliate of other organization, please specify: \_\_\_\_\_
- None

Share the name of an organization that has best guided and / or influenced growth of your supplier diversity efforts: \_\_\_\_\_

### PROGRAMS – mentorship, training, locator, etc.

- Diverse supplier registration portal member
- Manage and run a supplier diversity mentorship program (in-house)
- Participate in a diversity mentorship program



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- Subscription to supplier locator or 3<sup>rd</sup> party service that identifies supplier diversity
- Operate a website dedicated to supplier diversity. Provide link here: \_\_\_\_\_.
- Technical assistance / training program for diverse suppliers
- None

Share the name of a program that has best guided and / or influenced growth of your supplier diversity efforts:  
\_\_\_\_\_

**OTHER**, please specify: \_\_\_\_\_

- d. Explain how, and to what extent, these strategies and practices have been successful in establishing relationships with diverse businesses: \_\_\_\_\_
4. Does your company / group require and/or encourage its primary suppliers to subcontract with diverse businesses?  
 No       Yes  
**If yes:**  
a. Do you track procurement spend with Tier 2 diverse suppliers?  Yes       No  
b. Explain: \_\_\_\_\_
5. Does your company / group set internal targets or goals in regards to its supplier diversity statement and / or program?  No       Yes  
**If yes**, explain: \_\_\_\_\_
6. Are the goals of the supplier diversity program linked to the company's overall strategic plan and/or objectives?  
 Yes       No  
**If yes**, explain: \_\_\_\_\_
7. Describe in detail any updates, progress, and / or best practices established by your company / group with regards to supplier diversity; include any awards or recognition received for supplier diversity work: \_\_\_\_\_.
8. Additional Comments: \_\_\_\_\_
9. Provide the most accurate and direct information for the primary, secondary, and general points of contact for your company / group's supplier diversity operations for interested diverse business enterprises:  
**Primary** – Name, Title, Phone Number, Email, Physical Address  
**Secondary** – Name, Title, Phone Number, Email, Physical Address  
**General (optional)** – Name, Title, Phone Number, Email, Physical Address

**- END OF DOCUMENT -**