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**INSURANCE DIVERSITY TASK FORCE (IDTF)
SUPPLIER DIVERSITY ADVISORY GROUP MEETING MINUTES**

**Thursday, July 23, 2020
1:00 – 2:00 p.m. PDT**

I. Roll Call - Call to Order

Roll Call – Conducted by California Department of Insurance (CDI) Staff – Amy Ives

- Task Force Attendees: Cecil Plummer, Imelda Alejandrino, Mark Morales, Sal Peinado, Jr., Vikita Poindexter
- CDI Staff: Chandara Phanachone, Uzma Rahman, Amy Ives
- Public Attendees: Robin Sage (Travelers Insurance), Venita Johnson (Wes-Tec Environmental), Anthony Belcher (Wes-Tec Environmental), Bezawit Dilgassa (CPUC), Lindsey Kabahit (AP42), JT Blair, Gabriela Morioka, Weiguo Tao, Julian Canete (California Hispanic Chamber of Commerce), Sanjay Bansal (Bansal Law)

II. Public Comment for Items Not on Agenda

Chandara Phanachone, CDI – Asked if there were any items to be considered for a future meeting. Explained that due to Bagley-Keene, nothing would be decided upon at this meeting, but could be placed on agenda for next meeting. Nobody from phone line or WebEx chat requested addition of anything for future agenda.

Invited Cecil Plummer, Lead Task Force Member of the Supplier Diversity Advisory Group, to moderate the rest of the meeting.

III. Discussion and Potential Action of 2020 – 2021 Strategic Plan

Current 2020 - 2021 Strategic Plan Items

1. Compile Online Resource Directory

- Goal: Educate Insurers and Diverse Suppliers by Providing Access to Resources

Key Objectives:

A. Online CDI Resource Directory that provides links to diverse certification agencies for insurers and suppliers.

B. Online CDI Resource Directory that provides links to insurers' supplier diversity programs for diverse suppliers

Cecil Plummer, IDTF Member – Does everyone agree that this goal should still appear on the strategic plan?

Imelda Alejandrino, IDTF Member – We need to be very detailed about our plans for execution. Would be willing to work on a multi-year marketing plan to ensure that things were accomplished. This is a very tactical goal and need to be intentional about meeting it.

Sal Peinado, Jr., IDTF Member – Part of this goal has been met. We just need to determine what needs to be included.

Chandara Phanachone, CDI – We are in the process of redesigning our website. This is a good time to be able to determine what will be valuable to add to the site.

Venita Johnson, Public – Are there other resources directories currently? What will you bring that is different?

Mark Morales, IDTF Member – Our goal is not a clearinghouse. That is already being done, and we think there are other areas to cover where we can add value, including; bonding, insurance, training, access to capital, certification, and financing to name a few.

Sanjay Bansal, Public – Would the educational materials include any information to provide to insurers on benefits and value of utilizing diverse suppliers?

Chandara Phanachone, CDI – Once the website is deployed and the initial content is published, we can continue to reevaluate the website content in order to determine if the content is still valuable or if other things should be added or omitted. We also plan to add infographics as a new way to communicate key information in an easily understandable way.

2. Expand Insurer Procurement Opportunity Outreach

- Goal: Educate and/or Connect Diverse Suppliers with Procurement Opportunities by Partnering with Key Industry Allies to Co-Host Event

Key Objectives:

A. CDI/Task Force to Co-Host a (series of) Meet the Prime Suppliers Industry Event(s)

B. Targeted Outreach to Insurance Industry Events and/or Conferences

- Goal: Create value and impact through a series of more focused insurance industry events.

Key Objectives:

A. CDI/Task Force to Co-Host Industry Day for Diverse Suppliers on Focused Topic of Interest

Cecil Plummer, IDTF Member – Are these goals still valuable as is or do they need to be modified?

Imelda Alejandrino, IDTF Member - Outreach is a good idea, we will need to determine what is needed to educate and promote.

Mark Morales, IDTF Member – Absolutely believes that we are the best kept secret in California. Because everyone has gone virtual, we have the opportunity to get in front of more diverse suppliers. Thinks we could develop a 10-minute program and a 60- or 90-minute program and attend any conventions/webinars that we can. We can ask to be included in a number of events and share our program with far more people.

Chandara Phanachone, CDI – The Department has been tapped as a model for Diversity at the National Association of Insurance Commissioner NAIC Summer 2020 Meeting in August. Commissioner Lara will be involved in leading the conversation on race and diversity and how to create change in the insurance industry.

Rebecca Aguilera-Gardiner – Thinks that these goals are great to keep. Has personal experience with moving their annual conference online and has been very pleased to see the number of attendees coming from much further. Attending conferences is no longer impacted by the requirement to travel.

Cecil Plummer, IDTF Member – We will need a small group to focus on the execution steps and then come back to the larger group and discuss plans to get it done.

Chandara Phanachone, CDI – A working group is not prohibited, just required to be publicly noticed if three or more parties are in attendance.

Imelda Alejandrino, IDTF – Happy to lead a marketing plan so that goals could be met and measured.

Venita Johnson, Public – Thinks that it is appropriate to provide guidance for entry level diverse suppliers. Those that have not worked with contracting before need to learn how to put themselves in a position to take advantage of contracts.

Imelda Alejandrino, IDTF Member – Knows there are suppliers that are not corporate ready (things like not having the right amount of insurance, a safety policy, etc.) and thinks there is value in suppliers knowing what different insurers expect.

Cecil Plummer, IDTF Member – We agree that these goals are still valuable, just need to determine how to deliver/execute.

IV. CalCRIS - California Competitive Rating Index System (Proposal by Member of the Public – Representatives from Westech Environmental, LLC)

Venita Johnson, Public - The Competitive Rating Index System is an optional program for insurers to participate in. Cal-CRIS will pull data from previous Department surveys and the insurers are given a score. Consumers can benefit from seeing the scores for their company's commitment to diversity and the environment. Companies can use it as a marketing tool to say that they have a high "Cal-CRIS score." Wes-Tech wants full board review and approval to move forward with this project.

Mark Morales, IDTF Member – Thinks this sounds very interesting. Very similar to the Human Rights Campaign (HRC) Equality Index. (). The goal for them is a score of 100. Is there an option to adjust the figures so the highest score would be 100?

Venita Johnson, Public – It is reasonable to make the change to a 100-point scale. Could possibly do some work to make that happen.

Sal Peinado, Jr., IDTF Member – What do you think the time commitment would be like to implement this?

Anthony Belcher, Public – The goal would be to utilize previous CDI survey data as a baseline. Having previous survey history will create a numerical value and then will add to that number based upon other factors. Wants everyone to be assured that nothing would ever be sent out without full board approval. We are relying upon the honesty of the insurers to report accurately and will do spontaneous audits from time to time.

Cecil Plummer, IDTF Member – This sounds like something that we should continue discussing in future meetings.

V. Future Agenda Items

Cecil Plummer, IDTF Member – We should add the Cal-CRIS to future meeting or working group.

Mark Morales, IDTF Member – Would like more marketing materials to pass out. He would like a short form and a long form version and thinks they would be best after the survey results come out with the most current data.

Chandara Phanachone, CDI - We are working on some new marketing materials now. We know there is going to be greater visibility on the Diversity Initiative page following the NAIC) Summer 2020 meeting

and the state of current affairs and we want to be ready for that.

VI. Adjournment

Cecil Plummer, IDTF Member – Thanked everyone for attending and their input. Will be meeting again next month.