

**DEPARTMENT OF INSURANCE**

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**CDI INSURANCE DIVERSITY TASK FORCE  
 1<sup>ST</sup> QUARTERLY MEETING  
 MEETING MINUTES**

Monday, March 23, 2015  
 10:00 a.m. - 12:00 p.m.  
 California Department of Insurance  
 300 Capitol Mall, Sacramento, CA 95814

**I. Open Meeting****A. Attendee Introductions****B. Welcome****i. Insurance Commissioner Dave Jones**

- We need to build more collaboration between insurance companies and diverse businesses.
- Since we began this effort in 2011, we have received great feedback from diverse businesses; however, we still have a lot of work to do.
- I want to thank all the original Task Force members for the work they did to push this Initiative forward.

**C. New Task Force Introductions****II. Procedure – Insurance Commissioner Dave Jones****A. Roll Call****B. Term Selections****C. Chair & Vice Chair****D. Review Agenda****III. Overview – Chief of Community Programs Melanie Ramil****A. Recap 2014**

- i. Scott Syphax – Heard excellent feedback about 2014 Summit.
- ii. Danielle Mulvey – The 2014 Summit was well put together and had a great time schedule.
- iii. Robin Billups – Diversity Summit was very well attended, however, we need to leave enough time at the end for questions and to address individual concerns.
- iv. Pat Fong Kushida – We need to allow more time for questions during Summit.
- v. Melinda Guzman – Matchmaking worked well and we should include this in the budget. What was the feedback for the Summit from both the industry and diverse suppliers?
- vi. Naveen Habib – Suppliers learned some tips and matchmaking was fantastic for them.
- vii. Sal Peinado, Jr. – Matchmaking was good but could use improvements. For example, insurers were not given any breaks in-between meetings with suppliers.

**B. Looking Ahead 2015**

- i. Scott Syphax – I think there should be breakout sessions where insurers can learn from experts in the field on supplier diversity. COIN and Diversity have related goals and we should bring more of that conversation together.
- ii. Naveen Habib – Stakeholders want to hear more about governing board diversity and want to see more matchmaking.
- iii. Linda Akutagawa – Summit needs to be more structured and intentional. We should do something that involves the Chambers as well.
- iv. Pat Fong Kushida – There were too many people on the panel from last year with the Chambers. What was the purpose of the panel, other than to represent our constituencies?
- v. Danielle Beavers – We should carve out a separate track for development officers that are working in this space. For example:
  - We need more work in helping them understand the process

- Carving out the supplier side development, walking them through the process
  - Development track that is two tier
- vi. Melinda Guzman – Companies do not select board members from a database. We need to emphasize why there is value in having a diverse board and how this is a business issue.

**IV. Supplier Diversity – Naveen Habib**

**A. 2015 ISD Survey**

- i. Naveen Habib – We received great feedback about how to consolidate some of the questions.
- ii. Melanie Shelby – We should build out questions regarding the tier two suppliers to see how insurers are tracking them.
- iii. Pat Fong Kushida – The tracking part is key (agrees with Shelby). Also compensation.
- iv. Linda Akutagawa – What gets measured gets done, maybe measuring compensation might be good. Ask whether supplier diversity is also connected to compensation.
- v. Scott Syphax – We should ask insurers if there are events that have been highly successful for them.
- vi. Danielle Beavers – For our public contacts, we need to understand who people are reporting to such as Chief Procurement Officer, CEO, etc.
- vii. Cathy Schwamberger – The numbers need to add up in a way that makes sense. We need to measure the right thing.
- viii. Michael Keeley – Is there any way that we can track the companies that have improved?
- ix. Mark Morales – How do we reach out to our contact lists?
- x. Craig Holden – We should pay particular attention to our legal spend.
- xi. Janice Brown – Agree with Craig about paying particular attention to the legal spend. For example, legal spend should be separate instead of including it in professional services.

**B. Public Comment**

- i. Ted Angelo – Most of my comments have been addressed. Only new suggestion is to use ‘supplier vendor spend’ instead of contract.
- ii. Mark Morales – We need to seek out more DVBES.
- iii. Margaret Klinsport – The changes to the survey are really good.
- iv. Lynette Smyer – Like changes and agree with the idea to track legal spend.

**V. Events – Naveen Habib**

**A. 2015 Summit Ideas**

**B. Upcoming external events:**

- i. CPUC Small Business Expo – Tuesday, April 21

**C. Insurance Commissioner Dave Jones – The core mission of the Initiative is the survey. While outreach is important, the legislature did not provide a budget for it and so we ask that our Task Force members also serve as ambassadors when possible at events throughout the state to share with others the mission and work of the Initiative.**

**VI. Upcoming Quarterly Meeting Dates – Naveen Habib**

- A. Monday, June 8
- B. Monday, August 24
- C. Monday, October 19

**VII. Next Steps and Adjourn – Insurance Commissioner Dave Jones**