CDI TASK FORCE HALF-DAY WORK SESSION
MINUTES
Friday, January 17th, 2014
1:00 - 2:35 p.m.
California Department of Insurance
300 Capitol Mall, Sacramento, CA 95814

I. Welcome – Insurance Commissioner Dave Jones

II. Open Meeting – Interim Chair Scott Syphax
   a. Roll Call
   b. New Insurance Diversity Coordinator – Naveen Habib
   c. Attendee Introductions
   d. Review Agenda

III. 2013 Year in Review – Chair Scott Syphax
   a. Task Force Report & Public Hearing
   b. 2013 ISD Survey
      i. Syphax – Increase collaboration and communication between CDI and insurers about the survey
         1. Michael Gunning – Insurers require additional education and instruction about the survey
         2. Steve Suchil – Send out memo to insurers regarding the 2015 survey (In an effort to be more communicative about the survey)
      ii. Sam Kang – Numbers were stark but educational: insurance companies didn’t know what to showcase; 2015 results will be compelling, eager to see those stories
   c. 2nd Annual Insurance Diversity Summit

IV. CDI Staff Update – Melanie Ramil
   a. Meetings with insurers and stakeholders
      i. Opportunities to share what the insurers are accomplishing in CA & nationwide
      ii. Opportunities to share what the stakeholders have benefitted from
   b. Legislative Proposals
      i. Review definition of California Supplier?
   c. Academic Analysis of 2013 ISD Survey
      i. Zero-cost analysis from two institutions:
1. Sol Price School of Public Policy, University of Southern California (USC)
2. California Research Bureau (CRB)

V. New Business – Interim Chair Scott Syphax & Melanie Ramil
   a. Governing Board Diversity (see 2011 Survey)
      i. CDI needs to communicate timeline of survey to insurers
      ii. Danielle Beavers – Look beyond governing boards and encourage workforce diversity in general
         1. Target senior/upper management as that is the pipeline to governing boards
      iii. Syphax – Governing boards have links to driving corporate philosophy and compensation design
      iv. Larry Gill - Consider privacy concerns: what can be inquired about?
      v. David Castillo – Trying a broader, more general approach to this survey might be the best route to take, in order to avoid breach of privacy and data accuracy (frequent reassignments/changes)
      vi. Michael Keeley – Need to examine role of CDI in looking at governing board diversity, ask questions such as:
         1. Is CDI looking to influence/encourage governing board diversity? If so, how?
         2. To encourage diversity, supply industry with more talent
         3. Idea for Summit: Best practices of insurers who have experience implementing governing board diversity
   b. 3rd Annual Insurance Diversity Summit – Suggestions
      i. Ramil – Presentation: changing CA demographics and/or academic analysis of 2013 results
      ii. John Paulsen – Discussion: What does meaningful utilization look like?
      iii. What is the benefit of partnering with prime contractors? How can a diverse supplier present themselves to a prime as a viable sub?
      iv. Gunning – Summit just for insurance companies: maybe an educational seminar on the survey
      v. Syphax – Diversity in investment and stewardship of surplus by insurance companies
   c. Matchmaking (Half-day at the Summit?)
      i. John Martin – Focus: how to grow these (diverse suppliers) into primes?
      ii. Beaver – Procurement forecasts
      iii. Ramil – Necessary to ascertain the needs of the insurers and the needs of the suppliers
      iv. Robert Benson – Businesses go to see how this process will help their bottom line; the event need to be worth the time it takes to be involved
      v. John Casas – Advice for successful matchmaking
         1. Needs of companies are identified so meetings are with vendors who meet those needs
         2. Qualified representatives from companies
         3. Post-event report and feedback from suppliers and insurers regarding success rate of matchmaking event
vi. **Gill** – Doesn’t have to be a speed-dating session; consider alternative methods

d. 2014 Task Force Report
e. 2015 ISD Survey
   i. What should CDI ask of the insurers?
      1. **Syphax** – Revise the framing of questions: good work can be left uncaptured due to the design of the questions

VI. 2014 Meeting Schedule (*tentative*) – Naveen Habib
   a. Quarterly meeting updates

VII. Next Steps – Interim Chair Scott Syphax

VIII. Adjourn – Interim Chair Scott Syphax