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In 2011, Insurance Commissioner Dave Jones requested that insurance companies participate in a voluntary, special-purpose insurer supplier diversity data call to assess diversity practices. All admitted insurers that wrote in excess of $100M in 2010 California premiums were encouraged to report.
The Insurance Diversity Data Call was sent to the 203 insurance companies that underwrote in excess of $100M in 2010 California premiums.

- 58 Insurers submitted responses
- 145 Insurers did not respond (71%)

The Insurance Diversity Data Call was sent to the 112 insurance groups that underwrote in excess of $100M in 2010 California premiums.

- 35 Insurance groups submitted responses
- 77 Insurance groups did not respond (69%)
SUPPLIER DIVERSITY POLICIES

58 Total Insurers Responded

- 31 Insurers reported having a Supplier Diversity Statement
- 19 Insurers did not have a policy
- 8 Insurers did not respond
SUPPLIER DIVERSITY PROGRAM

Of the 58 Insurers that Responded to the Insurance Supplier Diversity Data Call

- 29 Insurers reported having a Supplier Diversity Program (27 of these programs have been in existence for 5-years or longer)
- 29 Insurers have no formal Supplier Diversity Program; and, did not indicate any plans to initiate a program within the next 12-months
The 58 Insurers that answered our data call revealed encouraging data on women’s involvement on corporate governance boards, but some discouraging data on the status of minorities and disabled veterans within the boardroom.
58 Insurers reported the following number of diverse members on their corporate board:

<table>
<thead>
<tr>
<th>Diversity Category</th>
<th>Number of Insurers Reporting</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>44</td>
</tr>
<tr>
<td>Hispanic</td>
<td>24</td>
</tr>
<tr>
<td>African-American</td>
<td>26</td>
</tr>
<tr>
<td>Asian-Pacific Islander</td>
<td>7</td>
</tr>
<tr>
<td>Native American or Disabled Veteran</td>
<td>0</td>
</tr>
</tbody>
</table>

And, zero Insurers reported having either a Native American or Disabled Veteran board member.
CONCLUSION

Best Practices

- 29 of the 58 insurance companies that responded reported they already have a Supplier Diversity Program
- 44 of the 58 insurance companies that responded reported they have women on their board

Challenges

- Only 29% of insurers responded to the data call
- Less than half of the 58 insurance companies that responded have diverse members on their board