Email us at Diversity@insurance.ca.gov about any events or updates you’d like to share with the Initiative and our stakeholders!

Deadline for submissions is the 25th of every month.

JANUARY 2017

- Multistate Insurance Diversity Survey
  - Survey Background
  - Governing Board Diversity Overview
  - Supplier Diversity Overview
  - California Comparison
- Diversity Events Calendar
- Insurance Diversity Task Force
  - 1st Quarterly Meeting March 2017

Governing Board Diversity Overview

National Reporting -

- 2,348 total board members (NOTE: This number represents the number of unique board members representing the 600 companies that submitted in response.) Out of this number, board members identified themselves as:
  - 80% Men
  - 20% Women
  - 3 Disabled Veterans
  - 12 Publicly Identify as LGBT
  - 77% Caucasian
  - 6% African American
  - 3% Hispanic/Latino
  - 2% Asian/Pacific Islander
  - 1% Multi-Ethnic
  - 0% American Indian

Supplier Diversity Overview

National Reporting -

- $7.7 Billion Diverse Spend
  - Minority Business Enterprises - $4 Billion
  - Women Business Enterprises - $2.7 Billion
  - Multi-Certified Business Enterprises - $723 Million
  - Disabled Veteran Business Enterprises - $248.4 Million
  - LGBT Business Enterprises - $24.7 Million

California Comparison
All insurance companies with written national premiums of $300 million or more, and licensed in one of the six partner states, were required to complete and submit the 2016 Multistate Insurance Diversity Survey.

The survey consisted of questions focused on two diversity issues: supplier diversity and governing board diversity. The survey questions seek information about each company’s supplier diversity program, outreach efforts, and procurement data with diverse suppliers, and are intended to facilitate supplier relationships between insurers and the nation’s diverse businesses, including:

- Minority Business Enterprises (MBEs)
- Women Business Enterprises (WBEs)
- Disabled Veteran Business Enterprises (DVBEs)
- LGBT Business Enterprises (LGBTBEs).

Another section of the survey focuses on the demographics of each governing board, as well as the company’s outreach efforts to diversify, in order to examine the state of leadership diversity within the insurance industry.

As a result, over 600 insurance companies, representing over 70% of the national insurance market, submitted a survey in response.

On December 7, 2016, all submitted surveys were released publically on the California Department of Insurance website via the new Multistate Insurance Diversity Portal.

The portal allows access to all public information gathered from the submitted surveys with search options to pull reports based on specified criteria.

Note: All data is self-reported by the respondents and has not been verified by the MIDS Partner States. All data provided via the MIDS Portal is a direct result of the data contained in the reports.

Visit the Multistate Insurance Diversity Survey resources webpage to view MIDS related documents created and used throughout the 2016 survey period.

Governing Board Diversity
There was NO VARIANCE when comparing data between the 2014 and 2016 surveys in regards to:

- Gender
- Ethnicity
- Communities (specifically, disabled veterans and those who identify as LGBT)

This chart outlines the total number of reported Governing Boards that do not have any representation of women or persons of color on their board.

<table>
<thead>
<tr>
<th>Zero Representation</th>
<th>CA % of Companies (200)</th>
<th>National % of Companies (600)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Zero: Women</td>
<td>21 out of 200</td>
<td>96 out of 600</td>
</tr>
<tr>
<td>10.5%</td>
<td>16%</td>
<td></td>
</tr>
<tr>
<td>Zero: Persons of Color</td>
<td>45 out of 200</td>
<td>273 out of 600</td>
</tr>
<tr>
<td>22.5%</td>
<td>45.5%</td>
<td></td>
</tr>
</tbody>
</table>

Supplier Diversity Amongst California Top 200 Companies

- $1.7 Billion Diverse Spend
  - Minority Business Enterprises - $963.5 Million
  - Women Business Enterprises - $537.4 Million
  - Mult-Certified Business Enterprises - $125.4 Million
  - Disabled Veteran Business Enterprises - $92 Million
  - LGBT Business Enterprises - $6.6 Million

<table>
<thead>
<tr>
<th>Survey Year</th>
<th>Period Reported</th>
<th>Diverse Spend %</th>
<th>Diverse Spend Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>2013</td>
<td>5.6%</td>
<td>N/A</td>
</tr>
<tr>
<td>2015</td>
<td>2014</td>
<td>6.4%</td>
<td>14.3%</td>
</tr>
<tr>
<td>2016</td>
<td>2015</td>
<td>8.6%</td>
<td>34.4%</td>
</tr>
</tbody>
</table>

Diversity Events Calendar
January

- Pacific Southwest Minority Supplier Development Council (PSMSDC) - Precertification Workshops
  January 18, 2017
  San Diego, CA

To submit a request for your Supplier Diversity or Governing Board Diversity-related event added to our calendar or to see upcoming events, please visit our events calendar.

Insurance Diversity Task Force
Upcoming Meeting

1st Quarterly Insurance Diversity Task Force Meeting
March 2017 - Date and Time TBD

Interested in serving on a board or committee?
Visit our Boards and Committees page for more information!

INSURANCE DIVERSITY INITIATIVE
Office of Insurance Commissioner Dave Jones
California Department of Insurance
(916) 492-3623
www.insurance.ca.gov/Diversity

STAY CONNECTED