

Diversity Digest Est. 2011



Insurance Diversity Initiative

Diversity & Inclusion Advance Forward Together

Visit our Website



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 15th of every month.



June - In Celebration of LGBT PRIDE Month

What's New

7TH ANNUAL INSURANCE DIVERSITY SUMMIT 2018 Sponsorship Prospectus

7th Annual Insurance Diversity Summit
 Hosted by the California Department of Insurance
2018 SPONSORSHIP PROSPECTUS
 Sponsorship Deadline: Friday, July 27, 2018 - 5:00 PM PDT

PATHWAYS to PROGRESS

OCTOBER 1, 2018
 LOS ANGELES, CA

The California Endowment
 1000 N. Alameda Street
 Los Angeles, CA 90012

Insurance Diversity Initiative

CALIFORNIA DEPARTMENT OF INSURANCE
 1000 N. ALAMEDA STREET
 LOS ANGELES, CA 90012

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SEMIWEEKLY NEWSLETTER
www.insurance.ca.gov
 (PUBLISHED BY DEAN N. LINDY, AIC)

LOS ANGELES, CA —The California Department of Insurance is hosting the 7th Annual Insurance Diversity Summit at The California Endowment - 1000 N. Alameda Street, Los Angeles, CA 90012 on Monday, October 1, 2018. This year's theme is Pathways to Progress.

"The California Insurance Diversity Initiative started a conversation among insurers, suppliers, governing board members, advocates, and stakeholders that has translated into action," according to Insurance Commissioner Dave Jones.

The Annual Insurance Diversity Summit brings together key decision makers from the insurer supplier diversity and/or procurement teams, chief executives of diverse business enterprises, as well as supplier and governing board diversity advocates, stakeholders, and government agency representatives for a day of networking, sharing best practices, and cultivating meaningful relationships.

Whether you are a diversity advocate or diverse business enterprise/supplier, the benefits of

sponsorship are plentiful.

- **Brand Awareness & Exposure** - It's no secret that greater exposure leads to greater brand awareness. Position your company for success by leveraging our Diversity Summit as a way to attract new and/or retain business opportunities.
- **Direct Promotion of Your Product/Service** - At the Diamond, Platinum, and Gold sponsorship levels, your company has the unique opportunity to directly promote your product and/or service to key decision makers in the insurance industry.
- **Support Diverse Businesses** - Your sponsorship enables you to help ensure that diverse business enterprises have an opportunity to compete in the marketplace.

Take a look at the [2018 Sponsorship Prospectus](#) to see what level of sponsorship you and your organization would like to commit to for this year's Summit. The success of our 7th Annual Insurance Diversity Summit depends on you! Without the generosity of our sponsors, the Summit would not be as successful as it has been year after year. If you are interested in becoming a sponsor, please complete the Sponsorship Agreement Form included with this prospectus.

On Thursday, June 7, 2018, the California Department of Insurance - Insurance Diversity Initiative hosted the 2nd Quarterly Task Force Meeting in Sacramento, CA. In addition to the regular course of business, the new 2018-19 Chair and Vice Chair of the Insurance Diversity Task Force were announced. Chair Salvador Peinado, Jr. and Vice Chair Pat Fong Kushida were elected by their colleagues on the Task Force to lead and serve for the 2018-19 Term. Outgoing Chair Emeritus Michael Keeley and former Vice Chair Danielle Beavers were thanked for their commitment and service. And as a token of appreciation, Chandara Phanachone presented them with gifts for their year of service.



CDI Insurance Diversity Initiative's 2nd Quarterly Meeting - Sacramento, CA

(Pictured L-R): Michael Keeley, Chair Emeritus; Chandara Phanachone, Director of Insurance Diversity Initiative; and, Sal Peinado, Jr., Chair

By Robert E. Moritz, Global Chairman
PricewaterhouseCoopers International Network
(Originally published May 8, 2018)

Every day, I see how diversity makes PwC -- and broader

Out to Succeed: Realising the full potential of LGBT+ talent

Global survey finds businesses need to do more to attract and support LGBT+ talent



society -- stronger. Diversity helps us to engage and bring different voices and insights to our clients, stakeholders and the communities in which we live and work. Diversity also makes this a more vibrant and attractive organization in which to work and build a career.

Ultimately, promoting diversity and inclusion is the right thing to do. What brought the importance of inclusion home to me was an

overseas assignment early in my career...for the first time in my life I knew how it felt to be different and to be excluded. This revealing experience has lived with me throughout the subsequent years, and helped to shape my support and advocacy for all forms of inclusion.

Culture of Respect

Support for LGBT+ colleagues is a vital part of inclusion within PwC. And, it can't be done under the radar. Adding respect for sexual orientation, gender identity and gender expression into our [global code of conduct](#), the framework through which we build trust and apply our values within our work around our international network, sets an inclusive tone from the top. Our [Global Human Rights statement](#) makes it clear that it's our responsibility to respect and uphold the human rights of our people and any other individuals we are in contact with, either directly or indirectly. Additionally, milestones like providing healthcare and parental benefits for same sex partners in an increasing number of territories supports that tone.

PwC's [LGBT+ Partner Advisory Board](#) provides global direction and energy for LGBT+ inclusion. The Board is made up of openly gay partners and LGBT+ allies who inform our global diversity policy, engage with stakeholders to support the business case for LGBT+ inclusion, and act as role models for LGBT+ staff and allies.

We absolutely know there is a long way to go before full LGBT+ inclusion can be achieved globally and we will continue to provide support in an unwavering but respectful way. Some of the biggest challenges are in parts of the world where antagonism and discrimination towards LGBT+ people persist. Yet, even within countries where LGBT+ equality is enshrined in the law, LGBT+ inclusion can fall short.

Realizing the Potential

The gaps between what LGBT+ talent across the business world would like from their employers and their actual experience within their professional lives is highlighted in [Out to Succeed: Realising the full potential of LGBT+ talent](#). The report draws on a survey of corporate leaders and high performing LGBT+ talent from different employers around the world, which was carried out by PwC in conjunction with [Out Leadership](#), the global LGBT+ business network.

Career progression is the number one priority for the LGBT+ developing leaders in our survey. And the bulk see LGBT+ specific training and development programs as important in making them want to work for an organization. Yet, less than 30% of the businesses we asked have programs specifically focused on the retention, development and progression of LGBT+ talent.

For some LGBT+ employees, the disillusionment goes further. A significant proportion (39%) believe their organization isn't doing enough to encourage LGBT+ diversity in the workplace. Even among the openly LGBT+ talent in our survey, a high proportion prefer to cover aspects of their lives and behave in a guarded way in the workplace. Two in five avoid mentioning their life outside work. One in three have kept quiet when they've heard negative comments about LGBT+ people.

Imagine that ... so many talented professionals not bringing their full selves to work, or feeling comfortable to discuss what they did over the weekend, or sharing life's milestones with their co-workers. And not by choice.

The fact that so many LGBT+ professionals remain guarded and even closeted not only hinders organizations in recruiting and retention, but, more importantly, this hinders the careers of LGBT+ professionals. All of us need to create inclusive environments where LGBT+ talent can feel safe, free to be their true selves, and fully participate in the workplace. Our employees' wellbeing is integral to them being their best selves and performing at their best to solve the world's most important problems: we must create an environment where they feel whole and included.

Key questions include how easy is it for LGBT+ employees to come out and be open about their lives within the organization? How confident are they in putting themselves forward for key assignments and promotions? How well represented are they within the leadership team, and what potential lingering

biases – overt, covert and unconscious – could be holding them back?

Allies and Advocates

So how can your business give LGBT+ talent the confidence they need to be themselves and succeed within your organization? Drawing on the survey findings, the Out to Succeed report sets out five key recommendations for promoting true inclusion:

1. Set the right tone from the top and engage with CEOs
2. Create clear pathways for career progression
3. Stand up and advocate for LGBT+ equality
4. Build and empower LGBT+ ally networks
5. Create inclusive communications

What comes through most strongly for me is how important it is for leaders to be active advocates and allies for LGBT+ equality and inclusion. Leaders can't hide or ignore these issues – this is where we must act, where we must be loud in our support for LGBT+ colleagues.

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Robert E. Moritz, Global Chairman
PricewaterhouseCoopers International Network

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As of July 1, 2016, Robert E. Moritz is chairman of the PricewaterhouseCoopers International Network.

Since 2009, Bob has led PwC US as its chairman and senior partner. During his tenure, the US firm focused on increasing quality service and enhancing its brand and reputation by developing and retaining key talent and expanding its capabilities across all areas of the business. Bob has been with PwC his entire career, joining in 1985 and becoming a partner in 1995. His background is in Assurance, primarily serving financial services companies. During his career he spent three years with PwC Japan, where he provided audit and advisory services to numerous European and US-based financial services organizations operating in Japan and across Asia.

Bob has held a number of leadership roles within PwC, including leading the US Assurance practice as well as serving as the managing partner for the New York region. He recently completed two terms as the chairman of the Governing Board for the Center for Audit Quality, a non-partisan and non-profit group dedicated to enhancing investor confidence and public trust in the global capital markets.

In addition to the Center for Audit Quality, Bob is involved with a number of boards, including the Oswego College Foundation, the Conference Board, the Atlantic Council, and the Partnership for New York City. Bob is certified as a public accountant by the American Institute of Certified Public Accountants, the New York State Society of CPAs and the New Jersey State Society of CPAs. He has significant experience in serving large, multinational clients in various industries, with focus on the banking, capital markets, investment management, real estate and insurance sectors.

Reminders

OPENING SOON

**7th Annual Insurance Diversity Summit
Online Registration
Opens Early July 2018**

www.2018insurancediversitysummit.com

**SAVE
THE
DATE**

**7th Annual Insurance
Diversity Summit
Save the Date**

Monday, October 1, 2018
The California Endowment
1000 N. Alameda Street
Los Angeles, CA 90012

[More Information
Found Here](#)



**Do You Have an Insurance Supplier
Diversity Success Story?
We Want to Hear from You!**

Take 1-2 minutes to fill out our [Diversity Success Story Survey](#) or contact us directly at diversity@insurance.ca.gov.

Diversity Events Calendar: June 2018

Western Regional Minority Supplier Development Council (WRMSDC) - PG&E's Out for LGBT Business Pride Month Webinar Series
June 8, 15, 22, 29, 2018
Webinar

California Asian Pacific Chamber of Commerce (CAPCC) - Success Express
June 12, 13, 26, 2018
Salida | Fresno | Bakersfield | Stockton, CA

Western Regional Minority Supplier Development Council (WRMSDC) - MBE Pre-Certification Workshop
June 12, 2018
Webinar

Southern California Minority Supplier Development Council (SCMSDC) - Pre-Certification Workshop

National Association of Women Business Owners (NAWBO) - NAWBO Advocacy Day
June 18-19, 2018
Washington, DC 20037

National Association of Women Business Owners (NAWBO) - NAWBO Academy for Public Service
June 20, 2018
Washington, DC 20037

California Capital - How to Budget and Measure a Start Up Business
June 20, 2018
Sacramento, CA 95842

Small Business Development Center (SBDC) - Leasing - Building the Foundation of your Brick and Mortar Business
June 20, 2018

June 12, 2018
Los Angeles, CA 90017

Los Angeles World Airports (LAWA) - Business
Connections: A Matchmaking Forum
June 14, 2018
Los Angeles, CA 90045

Small Business Development Center (SBDC) -
Asian American Business Mixer
June 14, 2018
San Francisco, CA 94105

National Association of Women Business
Owners - California (NAWBO-CA) - Clutternomics
- Clear Your Way to Profits, Productivity and
Peace!
June 14, 2018
Webinar

Irvine, CA 92618

Women's Business Enterprise National Council
(WBENC) - WBENC National Conference &
Business Fair
June 19-21, 2018
Detroit, MI 48226

Pacific Southwest Minority Supplier Development
Council (PSMSDC) - Pre-Certification Workshop
June 27, 2018
Scottsdale, AZ 85258

Pacific Southwest Minority Supplier Development
Council (PSMSDC) - The Turner Construction
Process San Diego - Business Development
Workshop
June 28, 2018
San Diego, CA 92128

To submit a request for your Supplier Diversity or Governing Board Diversity-related event be added or to view upcoming events, please visit our [Diversity Events Calendar](#).

WBENC 2018 National Conference & Business Fair



NGLCC
LGBTUNITY
2018 INTERNATIONAL BUSINESS & LEADERSHIP CONFERENCE PHILADELPHIA
AUGUST 14-17



3 DAYS OF LGBT BUSINESS SUCCESS
OVER 1,200 ATTENDEES
200+ INCLUSIVE CORPORATIONS
OUTSTANDING KEYNOTE SPEAKERS
INCREDIBLE NETWORKING
THE BEST BUSINESS DECISION YOU WILL MAKE ALL YEAR



VISIT NGLCC.ORG/NGLCC18 TO LEARN MORE AND REGISTER

7TH ANNUAL INSURANCE DIVERSITY SUMMIT

Hosted by the California Department of Insurance

SPONSORSHIP OPPORTUNITIES NOW AVAILABLE!

Summit Highlights

- Business Matchmaking
- Industry-Focused Workshops
- Resource Expo

Contact us at: Diversity@insurance.ca.gov for rates!

October 1, 2018

The California Endowment

1000 N. Alameda St., Los Angeles, CA 90012

California Department of Insurance | www.insurance.ca.gov/diversity | Email: diversity@insurance.ca.gov
Insurance Diversity Initiative: 300 Capitol Mall, 16th Floor, Sacramento, CA 95814

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The Insurance Diversity Initiative was established by Insurance Commissioner Dave Jones in 2011 to address diversity issues within California's \$310 billion insurance industry. Specifically, these efforts are meant to increase procurement from California's diverse suppliers, as well as to increase diversity amongst insurer governing boards. To accomplish these goals, the Department conducts outreach, creates partnerships, hosts events, and most importantly, administers surveys to collect and publicly disseminate information about the state of diversity in the insurance industry.

INSURANCE DIVERSITY INITIATIVE
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STAY CONNECTED

