

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.



March 2019

What's New?



INSURANCE
DIVERSITY
INITIATIVE

We are incredibly excited to celebrate the start of Women's History Month with our new logo, designed for us by our creative friends from [Uptown Studios](#). The newly branded logo for the Insurance Diversity Initiative features a modern typeface coupled with a timeless visual mark that aligns with our values of celebrating progress. We couldn't be more thrilled to share our new identity with you, and in the coming months, you can look forward to more exciting changes as we unveil more elements of our new brand.

As many of you take this month to honor the countless women who have paved the way for us today, we hope that you also continue to inspire, motivate, promote, and encourage the women on your teams to succeed. As the legendary author, poet, and civil rights activist Maya Angelou once said:

"...In diversity there is beauty and there is strength."

In the Spotlight



Established in 1992, [Uptown Studios, Inc.](#) is a woman-owned, LGBTQI Certified creative agency based in Sacramento, CA. Uptown Studios prides itself on being the creative team that works with community partners to develop, design and implement social marketing and conventional marketing campaigns, design and printed materials, video and animations and websites that have an emphasis on the user experience. At the helm of Uptown Studios is Tina Reynolds, otherwise dubbed as "Chief Juggler" who is best known for her creativity, dedication, and fiery enthusiasm. She believes in promoting a happy, healthy, and socially responsible workplace where each team member is valued and encouraged to be involved in community activities and causes that ignite their passions. Tina has been running her own design firm since 1976 and absolutely loves her work and her team of amazingly creative professionals.

MISSION STATEMENT:

Our main goal is in our tagline "Designs for Social Change." Our years of commitment to community has only deepened our intentions. We choose projects that will help grow healthy communities and work with groups in our communities to create change - in fun and engaging ways.

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For more information, visit [Uptown Studios, Inc.](#)

WOMEN'S HISTORY MONTH

National Women's History Month Reminds Us We Can All Be Champions For Change

The work of great humanitarian leaders inspires us. However, it can seem difficult to draw lessons from their lives. We might wonder how, amidst all the challenges we face as busy professionals, we can ever aspire to follow in their footsteps.

We can all be agents of change. National Women's History Month is an opportunity to look at the contributions of extraordinary women and reflect on how we can work to make the world a better place. This year's theme is "Visionary Women: Champions of Peace and Nonviolence."

Later this month, the National Women's History Alliance will [honor](#) 11 women whose lives embody that theme. When I first read about it, the woman who immediately came to mind was Mother Theresa. At first glance, her life of voluntary poverty and selfless service may appear an impossible example to emulate. The teachings she left behind are quite humble, and offer insight into the small ways we can make a difference in our own worlds.

"Be faithful in small things because it is in them that your strength lies."

This is wise advice in business, and in life in general. It is a reminder to enjoy and take pride in the incremental steps necessary to do anything worthwhile. When we are trying to build something, we do so brick by brick. Each brick may seem humble, but each one contributes to the whole.

"Discipline is the bridge between goals and accomplishment."

When we take pride in small things, we are committing fully to the process. Research indicates that those who adopt a process mindset are more successful, and happier as well. When the process becomes its own reward, we are better able to find flow and satisfaction in our professional lives and our other pursuits.

"I alone cannot change the world, but I can cast a stone across the water to create many ripples."

I am a big believer in the power of ripple effects. When we make an effort to mentor a young colleague or take extra time to understand a client's problem, we have no idea how far our influence might reach. Every life we change is connected to other beings, and to a community.

"If we have no peace, it is because we have forgotten that we belong to each other."

Mother Theresa had a strong sense of how profoundly interconnected we all are. This interrelatedness is nowhere more true than in the workplace, where most of us spend so much of our lives. We may talk about our company as a family, but do we really create a sense of belonging?

The Center for Talent Innovation [reports](#) that more than 40% of those surveyed feel isolated in the

workplace. The good news is how simple it can be to counter those feelings of isolation. They find that simple check-ins with an open-ended question (How are you doing? How can I support you?) go a long way toward making people feel they belong.

"Kind words can be short and easy to speak, but their echoes are truly endless."

In my work as an executive coach, I start with a client's strengths and use those strengths as a foundation to help them become the best version of themselves. This is also why leaders who consciously cultivate their emotional intelligence can build successful companies. Such leaders are adept at helping others identify existing strengths and discover new ones. They are generous with encouragement, praise, and recognition.

"If you judge people, you have no time to love them."

Emotionally intelligent leaders work diligently to overcome unconscious bias and to check judgment at the door. Only when we let go of pre-conceived notions can we truly listen to others. Deep listening is one of the most powerful leadership skills. I work with clients to develop their ability to adopt multiple lenses for viewing whatever challenges they are facing at work. When we transcend judgment, we are able to see people and situations on their terms—creating clarity of thought and action.

"Live simply so others may simply live."

When Mother Theresa spoke these words, she was talking about voluntarily living a less materialistic life. Business leaders can live more simply and more humbly in another way as well. Just as we can focus less on accumulating material possessions, we can also move away from accumulating credit and prestige for ourselves. Today's evolved business leaders see themselves as servants or stewards whose mission is to create success and opportunity for others.

Mother Theresa is a tough act to follow, but her example continues to inspire others. In a Facebook post commemorating Women's History Month, Melinda Gates acknowledged her as an influence in the work she and her husband do through their foundation.

"Mother Teresa refused to turn her back on the poorest of the poor. Her compassion, selfless dedication to others, and willingness to tackle the tough challenges that no one else wanted to take on have been an inspiration to me when I think about our work at the foundation."

Our day-to-day work may not involve curing cancer or solving world peace. We may not feel like we can change the world. However, if we remember how interconnected we all are, we can create powerful ripple effects. We can develop workplaces defined by a sense of belonging. We can give employees the opportunity to do meaningful work and to honor them for their contributions. Inspired by the women we celebrate this month, we can all find ways to become agents of change.

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As an executive wellness coach and consultant, Naz empowers leaders to tap into their highest potential for creativity, vitality, and success through mindset and behavior change. Practicing a holistic approach, Naz's wellness company, Prananaz, helps organizations improve company culture, employee engagement and well-being and business outcomes that are rooted in mindfulness, neuroscience, and positive psychology. [Read more here.](#)



Women on Boards
of Public Companies Headquartered in California
2018 Report

California Women on Boards 2018 Report

By: Annalisa Barrett, Founder & CEO, Board Governance Research LLC

This year's study provides a uniquely comprehensive view of the state of board gender diversity in our state because it examines 632 companies headquartered in California, including nearly 200 more companies than last year -- most of which are microcap companies. One of the key findings of the report is that **most (53%) of the microcaps (defined as those under \$300M in Market Cap) headquartered in California have no female directors**. These smaller companies will have to make significant changes to their board composition to comply with SB 826. Other key findings include:

- 15.5% of the board seats of California companies are held by women
- Nearly one-third (29%) of California companies have all male boards
- At two-thirds (66%) of California companies, men hold at least 80% of the board seats
- Only 12% of California companies are already in compliance with the mandates under SB 826 for the December 31, 2021 deadline
 - 184 California companies will have to add a female director by the end of 2019
 - California companies will have to fill 1,060 board seats with female directors by December 31, 2021 (assuming current board composition)
- California companies in the Health Care and Capital Goods industries have the lowest percent of women in their boardrooms, with only 13% of directors in these industries being female
- San Diego County has the lowest prevalence of board seats held by women -- fewer than one in eight (12%) of the board seats of San Diego companies are held by women
- Nearly half (44%) of the companies headquartered in San Diego have all male boards

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For additional information, visit [Board Governance Research](#)

Announcements

Insurance Diversity Task Force

2019 1st Quarterly Task Force Meeting
Thursday, March 28, 2019
10:00 AM - 12:00 PM (PST)

California Department of Insurance



300 Capitol Mall - Check-in on 17th Floor
Sacramento, CA 95814

Video conferencing is available from the CDI offices located in San Francisco and Los Angeles. You may also join us via teleconference.

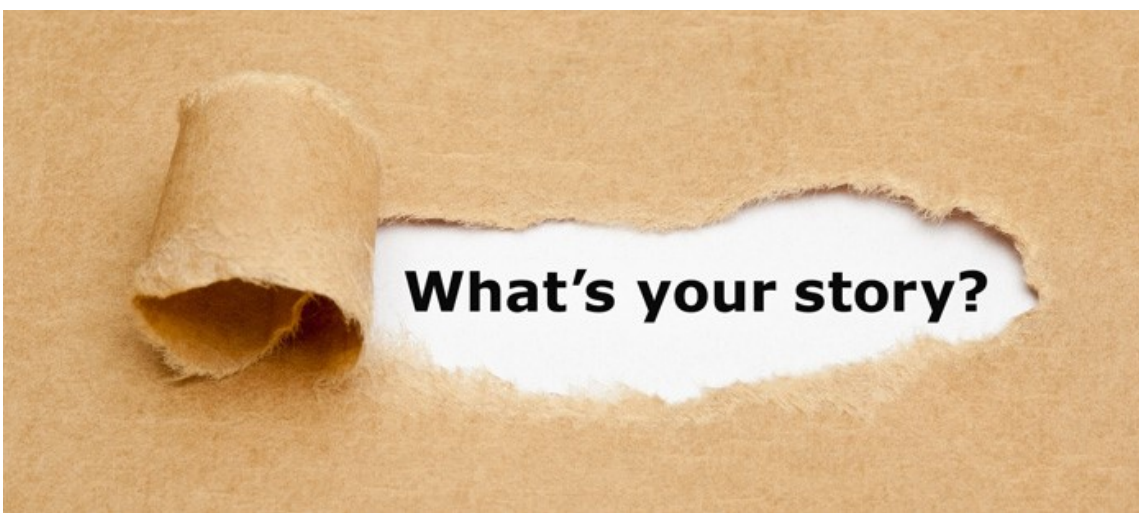
[More details to follow](#)

Senate Bill 534 (SB 534)

Senator Bradford has introduced legislation to continue the Department's work on insurance diversity: Senate Bill 534. As the Sponsor, Commissioner Lara and the Department are looking forward to working with Senator Bradford on this bill.

You may also locate and track the progress of SB 534 online as part of the [California Legislative Information Website](#).

Stay tuned for more ways to get involved with SB 534!



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

Do you have NEW or RENEWED Business Relationship/Networking opportunity that has created opportunities for your business within the Insurance Industry?

Do you have NEW or RENEWED Procurement or Contract Opportunity(ies) within the Insurance Industry?

If you said, "Yes," to any of these questions - We Want to Hear from You!

Take 1-2 minutes to share your success story with us. Each step you take towards securing any

Diversity Events Calendar: March and April 2019

March

[Summit & Salute LIFTOFF](#)

Hosted Annually by: Women's Business Enterprise National Council (WBENC)
March 11-13, 2019
Houston Texas

[Western Business Association LGBT Economic Summit](#)

Hosted by: Los Angeles Gay & Lesbian Chamber of Commerce (LAGLCC)
March 14-16, 2019
Los Angeles, CA

[Prime Time: MBE 2 MBE & Prime Supplier Connections](#)

Hosted by: Western Regional Minority Supplier Development Council (WRMSDC)
March 21, 2019
San Francisco, CA

April

[5th Annual Supplier Diversity Summit](#)

Hosted Annually by: State Compensation Insurance Fund
April 11, 2019
Vacaville, CA

[Reclaiming Our Time Economic Summit](#)

Hosted by: The Greenlining Institute
April 26, 2019
Oakland, CA

To submit a request for your Supplier Diversity or Governing Board Diversity-related event be added, please contact us at: diversity@insurance.ca.gov.



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Mission: Fueling the success of
women-owned businesses.



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