

## DEPARTMENT OF INSURANCE

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**APPROVED 03/15/23**

**Insurance Diversity Task Force (IDTF)**

**4th Quarterly Task Force Meeting**

**December 7, 2022**

**10:00 am – 12:00 pm PDT**

**I. Roll Call - Call to Order**

- a. Roll Call  
Conducted by California Department of Insurance (CDI) Staff – Amy Ives
- b. Establishment of Quorum – Quorum Established

**II. Public Comment for Items Not on Agenda**

There were no public comments.

**III. Review and Approval of Past Meeting Minutes**

Motion to Approve: Rebecca Aguilera - Gardiner

Motion Seconded: Jose Plascencia

**IV. Attendee Introductions**

Task Force Attendees: Linda Akutagawa, Annalisa Barrett, Rebecca Aguilera-Gardiner, Griselda Gonzalez, Pradip Khemani, Mark Morales, Jose Plascencia, Vikita Poindexter, Maria Salinas, Tommy Smith

CDI Staff: Melerie Michael (Deputy Legislative Director), Uzma Rahman (Manager, Insurance Diversity Initiative), Amy Ives (Diversity Analyst, Insurance Diversity Initiative)

Public Attendees: There were no public attendees

**V. Department Welcome Remarks**

*Michael Martinez, Senior Deputy Commissioner & Legislative Director, CDI* – We have just completed the Insurance Diversity Summit, which usually signifies the new year right around the corner. This year's event was exceptional. Continually in awe of the caliber of the speakers and sessions and work put in. Hats off to our Task Force leaders, including those who were on an off screen that day, it takes an incredible number of hours and meetings to get the Summit off the ground, and, on behalf of Commissioner Lara, I thank you! Chandara always says we have the very best group of leaders on this Task Force, and it is true. Your passion and commitment do not go unnoticed, and the time that you dedicate to creating these opportunities to deepen our engagement with the communities that we serve is very much appreciated. There is infinite power when we uplift each other, and in doing so, amplify our voices and magnify our collective impact. This is largely

possible because of YOU. Thank you also to the Diversity Initiative – Chandara, Uzma, and Amy, plus our Communications and Outreach branches for their role in planning the Summit.

In other news, at our last meeting in September, we discussed that that Governor Newsom signed an executive order directing state agencies and departments to take additional actions to embed equity analysis and considerations in their mission, policies and practices. The Department's executive leaders are taking the necessary steps to work with Chandara to see how we can further incorporate diverse and equitable policies and practices into our Department-wide strategic plan. Given the foresight of this Task Force in the creation of the Strategic Plan for the Initiative, it's enabled us to be well ahead of the curve, and I look forward to sharing more of our progress with you as it unfolds.

Finally, the data that our Department collects from the California Insurance Diversity Survey is incredibly impactful. As we move into 2023, the Commissioner and I are eager to hear what the Task Force has planned for next steps to further engage with the insurance industry on both the supplier and board diversity pieces. We're interested to see how we can continue to engage our key stakeholders on this topic and we'll be looking towards your leadership to help guide us. Specifically: what can the Department do to support insurance companies to continue progressing towards the goals of supplier and board diversity? What's most meaningful and impactful? I know that as a Task Force, you've already laid out some preliminary objectives in the current strategic plan, so I'm excited to see how you bring those intentions to life. That's all I'll leave you with as we close out this year. Thank you again for your time and being here today. I wish you all very happy holidays.

*Mark Morales, IDTF* – Appreciates the update and thinks that there may things throughout the meeting today which might help direct the Department to move forward on the things we are trying to do.

## **VI. Policy and Legislation – Updates**

### **a. Legislative Updates with Question & Answer Session**

*Presented by: CDI Legislative Office and Health Equity & Access Office*

*Melerie Michael, CDI* – Thanked for opportunity to speak at this meeting. Agrees with Michael that it's amazing how fast the year is going. The Legislature reconvened on Monday, December 5. This was just an organization session to prepare for the new year and adjourned until January 4, 2023. The desk is open and bills are being introduced and so far, over 100 bills have been introduced so far. Next time, will be able to speak on bills that will be introduced. Wanted to provide an update on the previous items:

[SB 1387\(Limon\)](#) – Required Office of the Governor to publish and disseminate a report containing aggregate demographic information of appointees. Additionally, maintain a list of every board and commission, etc. and any vacancies on their website. Unfortunately, this bill was vetoed by the Governor on September 29, 2022 citing fiscal impact. Suspects that we will see a version of this bill again in the future as this was a reintroduction of a previously introduced bill.

[SB 1107 \(Dodd\)](#) – There was a question on this by a Task Force member at a previous meeting. This bill is sponsored by the Department. It would increase the liability coverage to \$30K per person for bodily injury, \$60K per accident for bodily injury and \$15K for property damage per accident. The increases commence on January 1, 2025.

[AB 2019 \(Norris\)](#) – This is a new bill that we are sharing to get on the radar. Today, each existing state agency that affects small business must have one small business liaison. AB 2019 would require Small Business Liaisons to create an economic equality action plan and policy. This would ensure that small businesses would be effectively involved in benefitting from the agency's procurement process. Existing law establishes the GO-Biz requires that advocate provides annual report to the Governor. AB 2019 would require the report to include details regarding office's procurement activities and give a compliance update. This bill was signed into law on September 29, 2022.

As she previously shared, the new session is upon us. As Bagley-Keene is of specific importance to the Task Force, she will keep a specific eye out for that report and share how the Task Force will be able to take a position on that.

*Uzma Rahman, CDI* – Wanted to know if there was a reason why SB 1107 would take 2 years to be implemented.

*Melerie Michael, CDI* – Thought it would provide some cushion time and ease them into change.

*Jose Plascencia, IDTF* -There is a great amount of detail from an operational perspective required for insurance companies to prepare for implementation. Notification, preparation, etc. prior to increasing someone's premium.

#### **b. 2022 California Insurance Diversity Survey Administration**

*Uzma Rahman, CDI* – This year was a survey iteration year. This year also included a larger number of reporting companies thanks to the passage of [SB655](#) which was enacted on January 1<sup>st</sup> of this year. Because of this new lowered premium threshold, we were able to collect data from more than 94% of the market share of California's insurance industry. And while the numbers are self-reported, they are the closest way for us to obtain information regarding board diversity demographics, board diversity policy and programming, supplier diversity policy and diverse spend in California's insurance industry. It is a very important, and rare to find dataset.

In 2020, we had 276 companies reporting and in 2021, 386 companies.

17% of the boards reported zero gender diversity and 31% of the boards reported zero racial diversity.

When looking at regression analyses and potentials for gender or racial parity, with the assistance of our Data Analytics and Reporting team, we determined it will take about 59 more years for California's insurance industry to reach gender parity. It will take about 14 more years for California's insurance industry to reach critical mass when it comes to gender diversity. part of the [2022 survey results](#), we included male, female, non-binary and the option to decline to state, and. Noted that 0% utilized the "non-binary" field, so this was just looking at male, female and declined to state in our analysis.

Another inclusion in this year's survey was the breakdown of the Asian/Pacific Islander demographic into the countries and islands to see what their representation really looks like.

On the supplier diversity side, diverse spend nearly doubled in terms of its ratio from total to diverse spend. In 2019, diverse spend was 8% of the total spend, in 2021, the numbers were 15% of the total spend. In 2021, \$3.1 billion spent for total diverse spend in 2021. Nearly 2/3 of that was spent with MBEs. In 2020 CAIDS, WBE spend had a higher ratio, so this was a change.

In looking at supplier diversity programming, those companies who had goal setting, having a policy statement and having an existing program all correlated to meeting or exceeding the goals for the specific company size.

When we looked at total diverse spend, for 2021, Claims, Professional Services, Facilities and Legal were the categories where the most diverse spend went to. We have always seen Claims, Professional Service and Legal. It was very interesting to see in 2021 to see that spend skyrocket. This is very important for diverse suppliers to see when considering opportunities in the future. Hoping that this information is not new as it was shared at the Summit. Our plans are to have both supplier and board diversity reports in the future.

*Mark Morales, IDTF* – Two questions: the “other” category/spend seems pretty large. Have we considered evaluating the codes further to see what could be separated and possibly create new categories?

*Uzma Rahman, CDI* – Absolutely. We look at that following the administration every year and try to determine what those categories could be, to determine what we are missing and how to lower the “Other” classification. At this point, we are unsure of what else could be considered “other”. This year, we included “wholesale trade” to include PPE and \$31 million was spent in that category.

*Mark Morales, IDTF* – This kind of graphic would be wonderful to share with his community. Creating some materials that are Department approved to keep the focus going all year. We have to start showing this information that has a QR code that links to the survey.

*Uzma Rahman, CDI* – This is a great suggestion. We are going to work on this as highlighted in our Strategic Plan. We are aware of the power that infographics hold and want to tailor our communications to specific communities.

*Griselda Gonzalez, IDTF* – Regarding the diverse spend, is there a way to see if they are new vendors? She has seen that people like to do business with vendors who are already in their databases. It’s very difficult to not have access to where the decisions are made. Not to say that all decisions are made on the golf course, or after hours, but companies often use the same people.

*Mark Morales, IDTF* – That’s a good point. We don’t get that granular in the data. We don’t ever ask for a contractor specifically, but we might get resistance from the companies.

*Uzma Rahman, CDI* – It’s not a question that we ask in the current language of the survey, but that doesn’t mean that we won’t ever. For some companies, it might be easier than others to find this information. For the companies that are already scrubbing data, it might not be an issue. For those that are not, it might be more difficult to gather.

*Pradip Khemani, IDTF* – First and foremost, the data and analysis are fantastic. This provides great insight. Many of the companies are starting to translate this into how this means to wealth and health equity. Thinks this will be a very powerful storyline that will continue to motivate.

*Uzma Rahman, CDI* – The Diversity Designation is slated to come out in Quarter One of 2023. That is something we have considered with the creation of the methodology. The California Organized Investment Network is where we will gather this type of data from companies. They complete data calls every four years and we will be using their numbers, as well, to include community impact as a metric.

*Tommy Smith, IDTF* – When you look at the economic impact, you can see that if you spend \$3.1 billion with the insurance industry in California, that should equate to a certain amount of employment, tertiary spending in California and tax revenue generated for the state. There are companies that can create economic impact reports, Kaiser uses [ImPlan](#). Seeing the forecast of that money can be very impactful.

*Pradip Khemani, IDTF* – There are many solutions that can provide that type of impact in a matter of moments.

*Tommy Smith, IDTF* – The rule of thumb that Kaiser uses is that every \$1 million spent in the healthcare industry, that creates 5 jobs in higher cost of living area, and 7 jobs in a lower cost of living area. When the Super Bowl was held in the Bay Area many years ago and you hear that it would bring this much revenue, or create this many job – it’s likely that they are using some type of economic impact modeling product.

*Annalisa Barrett, IDTF* – Agreed that having these graphics would be very helpful – split between board and supplier diversity. Seeing a breakdown between the private, mutual and public companies would be very helpful especially for the count or percentage of companies that have zero diversity on the board. Her assumption is that it's heavily weighted in one way.

## **VII. 2022 Virtual Insurance Diversity Summit – Recap and Discussion**

*Uzma Rahman, CDI* – Provided an overview of the Summit breakdown. 244 registrants – 174 attended. 18% government/non-profit, 10 unique sessions, 37 unique speakers and panelists. 25% were insurers, 37% diverse supplier, 18% non-profit/government, 20% general/other

Summit Feedback Survey Results:

- Conducted a feedback survey following the Summit as we did every year. When it came to platform and how we communicated, 70% of respondents heard about the Summit via IDI website and direct outreach. This was the first year we used Zoom Events, this was a new product for them and on the back end we had some hiccups, but hopeful that it was user friendly from the attendee side. Regarding content, survey showed that 80% were satisfied with content, 90% believed that panelists were knowledgeable, 60% likely to recommend this event to colleague. There was a specific question on the survey about what they wish to see in the future. Some answers included: STEM pathways to build talent pipelines, community economic impacts, previous year survey results, and small business/community engagement.

Solicited Task Force for their feedback.

*Pradip Khemani, IDTF* – This is the third year attending, but his first year as a Task Force member. Quality of the Summit has been improving. Loved the support from the team to be ready for the sessions. The quality and depth of the questions that were proposed for the workshops created thoughtful conversations and the marketing materials for social media helped to create a lot of energy ahead of the event. Even those people who did not attend heard from those who did that it was very informative and well done. We should always continue to strive to improve, but the quality of this event being held virtually, we should all feel very proud.

*Rebecca Aguilera-Gardiner, IDTF* – Virtual is always a challenge, but team did a great job. The platform was very easy to use. The matchmaking session was insane, but very fun. Everybody who participated really enjoyed it. It felt like you were back with someone. And then the mystery about if you had enough time left to do your pitch. If we did the event virtually again, would highly recommend keeping that portion in. Would recommend tightening up the amount of time that everyone gets so everyone knows what to expect. Very much enjoyed the event.

*Mark Morales, IDTF* – Very much enjoyed when presenting results from the survey, it was very conversational. There was a lot of back and forth, and to take the results and make it relevant to the attendees made it very accessible.

*Jose Plascencia, IDTF* – This was his first Summit and overall, believed it was very well done. Able to join most sessions. In regards to his session, the planning that Amy conducted weeks ahead of the session, from contacting potential speakers, and then running through the rehearsal and sharing expectations was very helpful. Would like to thank Amy and the support staff behind the technology. This takes a lot of work to make these things happen. The feel of the event was very comfortable, an open environment, very jovial time and relationship building. Looks forward to the day we are in person, face to face because you still lose some of that in the virtual setting. The long-term relationships are what attendees are looking for and it's difficult to reproduce in the virtual setting.

*Amy Ives, CDI* – Provided overview of the matchmaking results. Insurers suggested providing more times for suppliers and less time for them. Suggestion was made to do 1:1 session and that is a different challenge. We are always trying to provide the most opportunities for suppliers to make connections, but recognize that the contract does not get signed that day. It's more of an introduction and a beginning of the relationship. Thanked Rebecca and Uzma for their willingness to jump in and facilitate a group. Nothing but positive feedback from attendees.

*Mark Morales, IDTF* – At the end of the day, we just want them to be able to make contacts with insurers and hopefully build relationships.

## **VIII. 2022-23 Strategic Plan – Progress Updates & Discussion**

*Mark Morales, IDTF* – Each year, we reconvene Advisory groups. The entire Task Force meets four times a year, but the Advisory Groups meet monthly and is where the main work gets done. Additionally, it helps the Task Force to stay engaged with the Department. On a personal note, each member of the Task Force is representing a specific community, so your voice and your community's voice is represented. Your input is needed and wanted.

- a.** Board Diversity Advisory Group – Strategic Goals
- b.** Supplier Diversity Advisory Group – Strategic Goals

*Uzma Rahman, CDI* – We are halfway through our 2022 – 2023 Strategic Plan. We have phases of progress. As of today, of our 10 strategic objectives, 20% are in planning and design (phase 2) and 80% are in execution (phase 3.) Since our previous meeting, we have made great progress. We had 80% in phase 2 and 20% in initial conception.

### ***Pillar 1: Education and Awareness***

**Strategic Goal:** Increase Awareness of Leading Practices & Impact of the Diversity Initiative & Insurance Diversity Task Force through Education and Advocacy

*Objective 1A: Share Insurance Industry Best Practices in Advancing Diversity, Equity, and Inclusion in the Supply Chain & Boardroom*

Executed Projects and Next Steps:

2022 Diversity Summit Keynote and Sessions

Next Steps: Ongoing webinars co-hosted by Diversity Task Force to continue the conversation

*Uzma Rahman, CDI* - This was something we had discussed in the past. We can't have a weeklong Summit. We need to touch base as often as possible that is effective. Idea was to create a webinar series and would like to know from group if that seems in line with the goal of the engagement.

*Objective 1B: Increase Awareness of the Impact and Best Practices of the Insurance Diversity Initiative at the State and National Level*

Executed Projects and Next Steps:

Commissioner Lara is an active leader & member of the National Association of Insurance Commissioners (NAIC) Special (EX) Committee on Race & Insurance; Chandara is the proxy.

Next Steps: Chandara is the CA Representative to the NAIC Diversity Leaders Forum and will be presenting at the NAIC Fall National Meeting in December 2022 and will be attending to share best practices at the NAIC Diversity, Equity & Inclusion Summit in June 2023.

*Uzma Rahman, CDI* - This will give a lot more exposure to our program. We are already well discussed, but having the work that our Initiative and the Task Force does highlighted and serving as a point of resource for other states is very important.

### *Objective 1C: Develop & Execute Integrated Communications Plan*

#### In Progress Projects

Diversity Initiative is in the process of recruiting for a Diversity Outreach & Communications Manager to spearhead implementation of the plan

*Uzma Rahman, CDI* – As you have likely seen on LinkedIn, our team is recruiting a new member. We are looking for a Diversity Outreach and Communications Manager to spearhead the implementation of this plan. This will be travel heavy, outreach events throughout the state and potentially the country. Will also serve as external point of contact. Having a 4<sup>th</sup> team member will create opportunity for us to have a presence at events like we would like to.

*Griselda Gonzalez, IDTF* – When talking about webinars, is there opportunity to consider podcasts? Listens to a large amount of information in the car, etc., not sure of the price of production for podcasts. Regarding accessibility, not just for sight or hearing, accessibility with regard to internet availability etc. is something to keep in mind.

*Uzma Rahman, CDI* – Thanked Griselda for input. We worked to make the Summit accessible from utilizing both sign language and Spanish interpreters and close captioning. There used to be a channel at some point that was managed by the CDI Communications team. Knows that any webinars we host, we will make them accessible online. Unsure if making them available in podcasts is an option currently, but definitely worth considering.

*Amy Ives, CDI* – We have discussed podcasts in the past. Determined that this would be something that was managed by Communications team. We don't have the equipment or resources, but we *could look into this again*.

*Mark Morales, IDTF* – Really likes the idea of the podcasts. If we could record the webinar and then make available in podcast form, that would be very beneficial. This could reach a whole new audience. Perhaps that is a project for the new Outreach Manager.

*Griselda Gonzalez, IDTF* – Something else to consider is that you can download podcasts. Not everyone has access to internet 24/7, so making it an option to download and listen at another time could be very beneficial.

*Mark Morales, IDTF* – Perhaps could have each Task Force member interviewed about their background, what prompted them to join the Task Force, what they hope to get out of it. Then can be released out in little pieces. Lots of great ideas that could come from this.

*Rebecca Aguilera-Gardiner, IDTF* – VIB Network is currently working on 20-minute podcast series called Revelry. Some informational, some interviews. It's a lot more work than you would expect behind the scenes, meaning that it requires a good amount of editing. Lots of downloads so far and it's been met with positive feedback.

### ***Pillar 2: Community Engagement***

**Strategic Goal:** Deepen Engagement with Insurance Industry and Community Stakeholders

*Objective 2A* – Identify, lead, and provide access to tools that enhance collaboration and/or engagement within the insurance industry

Executed Projects and Next Steps:

## 2022 Diversity Summit Keynote and Sessions

Next Steps: Board and Supplier Diversity Engagement Campaigns for 2023 - We will look towards the Task Force for input on the scope of these campaigns

*Uzma Rahman, CDI* – We will be looking at CAIDS results and turning them into board and supplier diversity engagement campaigns in 2023. We will be seeking input as to what the campaigns should look like.

*Mark Morales, IDTF* – Knows that at some point, we talked about the Commissioner to write letters to CEO of companies that have reported zero diverse spend and see if we can help get them on the path. Wants to know if we are going to be moving forward with that.

*Uzma Rahman, CDI* – Commissioner has done something to this effect in the past. In the engagement campaign in 2019, we asked CEOs to commit to some type of action to move their board diversity forward. For those who committed to an action, the campaign was 100% successful. For this year's goal, we need to fine tune about what we are going to ask. We have added question in the CAIDS to say "do you have plans to add a new diverse board member in the next 24 months?" On the Supplier Diversity programming side "do you engage in direct outreach?" We want to know why if the answer is "no" to either aforementioned question – and point to the tools already in existence to show that it can be accomplished.

*Pradip Khemani, IDTF* – Agrees that engagement needs to be thoughtful. Since you already have data from the CAIDS, we should look at the benchmark if it is above, meeting, or below. The outreach needs to be likely at the CEO level. If you have an organization that is meeting/exceeding expectations, it might not need to be at CEO level. If you already have someone in a position to make the decisions empowered to do so and they are meeting, you run the risk of alienating that person if you go above their head. It can not be one size fits all, it must be customized to that entity.

*Uzma Rahman, CDI* – Would you determine the above/below as the best criteria to determine who to reach out to?

*Pradip Khemani, IDTF* – It goes to sustainability front. If they fall in the ranking of A, B, C, D. For the ones that are doing well, you thank them and ask them to continue their efforts. For those that are falling below, would take a more targeted approach with a more directive message to achieve results.

*Griselda Gonzalez, IDTF* – Thinks the next direct step would be for us to show up at the company. But honestly, what more action can Task Force take to achieve these outcomes? Tell me, a diverse person, why not. Do you not have access to suppliers/board members? Maria Salinas led a session on women and boards. It was comprehensive and empowering. These decision makers need to hear the passion. In thinking about engagement campaigns in the future, one of the things that is happening with International Women's Day is "Embrace Equity." It could be good to highlight with themes that are already being talked about.

*Mark Morales, IDTF* – This could be another podcast topic.

*Uzma Rahman, CDI* – This could also be a topic for our newsletter. We work hard to make the content relevant to monthly observances and timely topics.

*Linda Akutagawa, IDTF (via Zoom Chat)* - For those meeting or exceeding, it may also be good to send a congratulatory letter to the responsible, appropriate person and also cc: the CEO so they are



also aware that the CDI is acknowledging the work. It's a bragging point for the company and gives nice visibility to the person/team leading the work.

*Objective 2B: Collaborate with Community and/or Industry Stakeholders on Events & Programs Focused on Advancing Supplier & Board Diversity*

Executed projects:

2022 Diversity Summit Keynote and Sessions

Next Steps: Co-host or Co-present at upcoming events

### ***Pillar 3: Access to Opportunities***

**Strategic Goal:** Connect Diverse Business Leaders to Opportunities Within the Insurance Industry

Objective 3A: Identify organizations that can potentially connect aspiring diverse board directors with board leadership opportunities.

Executed Projects and Next Steps:

2022 Diversity Summit Session "Charting Pathways to the Boardroom"

Next Steps: Co-Host or Present at upcoming events that expand opportunities for directors of diverse, historically underrepresented communities (i.e. NAWBO Propel, 50/50 Women on Boards, KPMG, etc.

Objective 3B: Lead and/or collaborate on events that increase access to insurance industry procurement opportunities for diverse suppliers

Executed Projects and Next Steps:

2022 Diversity Summit Business Matchmaking

Next Steps: Co-Host upcoming events and/or forums to deepen opportunities for diverse suppliers focused on industry procurement; track success of matchmaking events

*Uzma Rahman, CDI* – In 2021, we held a group of matchmaking sessions called "Pitch to Procure" where we customized the attendees based upon the goods and services they offered with the needs of the insurers.

Objective 3C: Strengthen partnership with California Coalition for Diversity Initiatives to provide access to resources and opportunities for diverse suppliers

We are continuing to meet regularly with the Statewide Coalition on Diversity Initiatives, which is a group of leaders from a number of state agencies. In our most recent meeting earlier this week, we discussed an idea for a massive event for our diverse suppliers. We want to combine forces and make it more impactful. We are well underway with regard to this particular goal.

*Mark Morales, IDTF* – One of the things we should always have ready to go is a Power Point presentation that is ready to go for every conference that is scheduled. If there is ever an opportunity to share about the Initiative. Even if the Department is not attending, many of the Task Force members are attending something in 2023. If there is a prepared presentation, can see if they can get on docket for their agenda. Will be attending WBENC, NMSDC, VIB, NGLCC, Disability IN. For example, NMSDC had thirty presentation slots available but the Initiative was not ready to present. We should have something prepared and then any Task Force can share anytime they attend a

conference. He would like a presentation ready to go on the Initiative, CAIDS results, etc.

*Rebecca Aguilera-Gardiner, IDTF* – Can take it further, make it a panel. First part as all the changes: what’s going on? Then panelists (insurers) on the panel and ask them “What are you doing to reach diverse markets?” and sharing their successes.

*Mark Morales, IDTF* – Insurance companies are attending every one of these, so this would just be giving us the chance to get in front of them.

*Linda Akutagawa, IDTF* – (via Zoom Chat) Is the intent to do standalone matchmaking opportunities in 2023? Given the uncertainties in the economy, small/diverse businesses may appreciate opportunities to build business.

*Amy Ives, CDI* – We have considered revisiting this. This year, we will have a new team member who will be able to diversify our workload so it seems likely we will be able to look into this again.

*Uzma Rahman, CDI* – Because it’s not a survey iteration year, we have opportunity to introduce legislation, deeply analyze the data, work on engagement campaigns and possibly host more matchmaking based upon appetite of insurers.

*Griselda Gonzalez, IDTF* – (via Zoom chat) Can we get some reporting on what \$ results from matchmaking from Summit? We talked about that at the in-person meeting in Los Angeles in June/July.

*Uzma Rahman, CDI* – As matchmaking is an introduction to the insurers, we don’t often track much further than that.

*Mark Morales, CDI* – The survey can be something very simple and find out if they attended and had any success and then even further, if they signed a contract. For the insurers, did you meet with any of the diverse suppliers after the event.

*Amy Ives, CDI* – We have done a variation of the survey in the past, so it’s possible to revisit.

*Mark Morales, IDTF* – We could solicit success stories for the future Summit.

#### ***Pillar 4: Recognition and Accountability***

**Strategic Goal:** Create Opportunities to Recognize Champions and Increase Transparency in the Insurance Industry

Objective 4A – Refine and Launch Insurance Diversity Designation to Recognize Champion Companies

In Progress Projects:

Diversity Initiative are finalizing the methodology for the Diversity Designation report - slated to deliver for TF comment in Jan 2023; projected launch is Quarter 1, 2023

*Uzma Rahman, CDI* – The Designation ties into ways that we can recognize companies that are doing well and those that need assistance. The Designation methodology is going through our Legal Department and being vetted and also with our Data Analytics team to input the 2022 CAIDS data into the rubric. As a reminder, the designations are Platinum, Gold, Silver, and Bronze. Based upon a rubric that looks at Supplier Diversity programming and spend, the Board Diversity programming and policies. Have added COIN data to look at community impacts and investments.

Objective 4B – Heighten Transparency on State of Diversity in the Insurance Industry

## Executed Projects and Next Steps:

2022 Diversity Summit Sessions on "CAIDS Results: State of Supplier and Board Diversity in CA's Insurance Industry"

### Next Steps:

Publish infographics and reports on: State of Supplier Diversity & State of Board Diversity in California's Insurance Industry based on data from the 2022 California Insurance Diversity Survey

Co-Host or present at upcoming events to share key findings of the reports

*Uzma Rahman, CDI* – We are working on reports to share in as many places as possible.

*Mark Morales, IDTF* – Could either do two separate presentations that share about the results and the Initiative or have one packaged presentation that includes information about both areas.

## **IX. Statewide Coalition on Diversity Initiatives – Updates**

*Amy Ives, CDI* – We continue our work with the Coalition, which includes Department of General Services, California Public Utilities Commission, CalTrans, Health Care Access and Information Office and California Office of the Small Business Advocate. We have quarterly meetings with our next one being held next Tuesday. The goal of the group is to share ideas, knowledge and resources. At the Summit, we were able to hold a lunchtime session titled "Doing Business with the State of California" that included the Department of General Services and CalTrans. They provided information to diverse suppliers about opportunities and how to become established within agency's procurement area. There has been discussion in the past about hosting a mega event with a number of agencies and we are still talking through how to make that happen. We are always trying to provide the most impact to the greatest number of people.

*Mark Morales, IDTF* – Thinks that is a great idea.

## **X. Past/Upcoming Events/Announcements - Updates & Discussion**

*Rebecca Aguilera-Gardiner, IDTF* – Veterans in Business Conference had over 450 the 2-day conference. Matchmaking, started the event with a teambuilding exercise. It ended up with a rock, paper, scissors contest. Energy was really high. Tons of contacts made. Already have dates for 2023. An East Coast event on April 27 in Camden, NJ. National Conference will be on November 13 and 14<sup>th</sup> in San Diego. Will be held at Hyatt on Mission Bay. Award dinner will be on USS Midway.

*Mark Morales, IDTF* – NMSDC was well done with about 4,000 people. Second one he has attended live. Between the concert and the 30 diverse suppliers for the bank. It was very well done. Feels like it's a little too large. Thinks that if it were more regionally based it would help to meet peers in your area.

*Tommy Smith, IDTF* – WRMSDC has regional events in their specific areas. In August, they have their Expo.

*Annalisa Barrett, IDTF* – Going to be speaking at Directors Forum in January. This is for corporate directors, C Suite officers and anyone who reports to the board. Sits on board of Corporate Directors Forum. Amazing and very diverse panel of speakers. Registration is open now. Tomorrow will be speaking at a Diversity Women in Tech conference in San Jose. The topic is the benefits of women in the tech industry.

*Tommy Smith, IDTF* – Will be speaking on a panel with Undersecretary of Transportation.

Hosted/moderated by a reported from NPR's Marketplace. Panel about using procurement as a tool for economic impact, specifically focusing on job quality. Aspen Institute talks about job quality. It's not just that they are providing jobs, but they are providing fair and equitable practices, health packages, wealth creating opportunities. Kaiser is working with Aspen Institute in their supply chain.

*Mark Morales, IDTF* – Wanted to share two exciting things that happened recently. The Southern California Minority Supplier Development Council honored Mark with a Leadership Excellence Award for connecting minority businesses to opportunities. The Long Beach Chamber did the same. Senator Gonzalez honored him for this work as well.

*Griselda Gonzalez, IDTF* – Women on the Move event in March in Maui. Will send us additional information.

**XI. Public Comment: Public attendee open forum related to agenda items**

There were no items for public comment for current agenda items in person or via Zoom chat.

**XII. Closing Remarks and/or Future Agenda Items**

*Amy Ives, CDI* – Provided overview of the proposed meetings for 2023. Meetings will be virtual through June 30 and then we will revisit and reconvening in person unless legislation changes.

*Mark Morales, IDTF* - Thanked everyone for joining the meeting today. Very much looking forward to the review of the Diversity Designation. One of the things he has been hoping would get released. Appreciates everyone's thoughtful comments and concerns, encourages everyone to join an Advisory Group.

**XIII. Meeting Adjournment**

Motion to Adjourn: Rebecca Aguilera-Gardiner  
Motion Seconded: Griselda Gonzalez