

CALIFORNIA DEPARTMENT OF INSURANCE

Office of Insurance Diversity & Innovation
300 Capitol Mall, Suite 1700 - Sacramento, CA 95814
www.insurance.ca.gov/diversity



Insurance Diversity Task Force - Board Diversity Committee Meeting Minutes

Date & Time:

January 28, 2025
10:00 - 11:00 a.m. (PST)

Location:

300 Capitol Mall, 17th Floor
Sacramento, CA 95814

I: Meeting Call to Order

- a) Roll Call – Conducted by California Department of Insurance (CDI) Staff – Shannon McCollum
 - a. In attendance virtually: Linda Akutagawa, Kelly Huang, Pradip Khemani, Jose Plascencia, Cecil Plummer, Vikita Poindexter
 - b. Absent: Analisa Barrett
- b) Establishment of Quorum – Quorum Established

II: Public Comment for Items Not on Agenda

No public comments received.

III: 2024-2026 Strategic Plan – Updates & Discussion

Chandara Phanachone, Chief, Office of Insurance Diversity & Innovation (OIDI) – CDI

a) Update on 2024-2026 Strategic Plan

- OIDI was newly created in October 2024 under the leadership of Insurance Commissioner Ricardo Lara, to spearhead research, data driven policy solutions, and industry engagement through leadership on diversity and innovation that protects consumers throughout our California's insurance industry.
- The Insurance Diversity Task Force is committed to spearheading policies and programs that promote supplier and board diversity within California's insurance industry.
- The purpose of committee meetings is to make sure we execute our strategic plan.
- Our strategic plan is predicated on four pillars: 1) communications and public relations, 2) community engagement, 3) access to opportunities, and 4) recognition and accountability.

b) Board Diversity – Strategic Goals & Objectives

- OIDI plans to partner with KPMG Board Leadership Center to produce a webinar later this year.
- Data is going to be important and for the department to partner with organizations that have data on the impact of diversity and inclusion.
 - [The Selig Center](#) in Atlanta, Georgia, has data and an annual report on buying power for different consumer groups such as Asian, Black, Latino, and women consumers.
 - [McKinsey](#) has a series centered around why diversity matters, particularly diverse executive teams and diverse boards result in a greater financial return than companies that do not have diverse teams.
- There has been an evolution of language around DEI--it wasn't DEI when this movement first started, and it slowly evolved. While the words may change, the

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- intent and outcomes of the programs and the efforts remain.
- A social media strategy is going to be critical to reach populations and educate.
 - Putting the information out is important, but we need to also find ways to engage with active participants.
 - How would we measure engagement? We need to look at quantitative and qualitative data.
- Legislation in California hasn't changed. California remains steadfast in its commitment to advancing both board and supplier diversity.

IV: Future Meeting Agenda Items

Future committee meetings will be scheduled between Insurance Diversity Task Force quarterly meetings—the next committee meeting will be scheduled around the week of April 28.

V: Public Comment

Monica Mitrani - NeuroTalent Works, an organization that is dedicated to neurodiversity inclusion in the workplace. As a nonprofit, NeuroTalent Works cannot be considered a diverse supplier though it is managed and owned by a woman. NeuroTalent Works serves the neurodivergent population, which is considered a disability in the state of California. The organization is unable to receive the designation of a supply of a diverse supplier as a nonprofit.

VI: Adjournment

Motion to Adjourn: Linda Akutagawa (IDTF Member)
Seconded: Mark Morales (IDTF Member)
Meeting adjourned at 11:04 a.m.