

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

November 4, 2025
10:00 – 11:00 AM (PST)

California Department of Insurance (CDI)
CDI Sacramento (Headquarter Office)
300 Capitol Mall, 16th Floor
Sacramento, CA 95814

1. Meeting Call to Order

Roll Call – Conducted by CDI Staff – Shannon McCollum

- Committee Members in Attendance, virtually: Kelly Huang, Pradip Khemani, Cecil Plummer
- Committee Members Absent: Linda Akutagawa, Annalisa Barrett, Vikita Poindexter, Chandara Phanachone (Commissioner's Designee)

There being a quorum, Kelly Huang called the Insurance Diversity Task Force Board Diversity Committee meeting to order at 10:02 AM

2. Introductions

Insurance Diversity Task Force (IDTF) Committee members

- Kelly Huang, Pradip Khemani, Cecil Plummer

CDI Staff

- Jennifer Van, Director, Insurance Diversity Program (IDP); An Kim, Diversity Communications & Outreach Manager; Shannon McCollum, Policy & Stakeholder Engagement Manager; and Gabriella Coplan, Stakeholder Engagement Analyst

Public

- Diana Ordaz-Cherington, President - Multicultural Business Alliance & CEO - Alpha Prime Health Insurance Solutions

3. Public Comment for Items Not on Agenda

No public comments received

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- **Task Force Action:** Pradip Khemani moved to approve the July 29, 2025 IDTF Board Diversity Committee Meeting minutes, and Kelly Huang seconded the motion.
- **Outcome:** The motion was carried by a unanimous roll call vote.

5. 2024-2026 Strategic Plan – Updates & Discussion

Jennifer Van, Director, Insurance Diversity Program (CDI) presented a progress update on the 2024–2026 Strategic Plan. The plan is structured around four pillars: (1) Communications and Public Relations, (2) Community Engagement, (3) Access to Opportunities, and (4) Recognition and Accountability. All strategic objectives among these four pillars are currently in Phase 3 (Execution), reflecting ongoing implementation of planned objectives.

- **(1) Communications and Public Relations Pillar Updates:**
 - Office of Insurance Diversity & Innovation (OIDI) hosted or attended various events as part of outreach initiatives including Invest Ahead and the Insurance Diversity Summit.
 - OIDI is preparing a marketing toolkit for Task Force as part of an integrated communications plan.
 - CDI/OIDI published our first-ever 2024 Economic Impact Report in October which highlights the tangible impact of California's insurance industry's procurement with diverse business enterprises.
 - Diversity factsheets will evolve into economic impact factsheets.
- **(2) Community Engagement Pillar Updates:**
 - The 2026 Supplier Diversity Symposium will be held in Pasadena on March 18, 2026. CDI is partnering with the California Statewide Coalition of Diversity Initiatives to co-host this annual signature event that's now in its third year.
 - Upcoming Veteran In Business (VIB) conference on November 12-13 in San Diego; and CDI's IDP team plans to attend to support our veteran business community
- **(3) Access to Opportunities Pillar Updates:**
 - Chandara Phanachone and Jennifer Van attended a board diversity event hosted by the Black Corporate Board Readiness (BCBR) of Santa Clara University. Panel focused on Building Better Boards. Key Takeaways were board readiness programs address supply side. Cecil Plummer reinforced the need to create networking opportunities. Kelly Huang added that there are gaps in access to Board Diversity on the supply side and also

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supports exploring promoting opportunities to be in the room. Pradip Khemani suggested creating a mentorship program to bring together leaders from diverse backgrounds.

- **(4) Recognition and Accountability Pillar Updates:**

- CDI/OIDI published the 2025 Insurance Diversity Index in October. 33% of companies increased their standing since the 2023 Index
- The 2026 California Insurance Diversity Survey (CAIDS) will launch in April, with informational webinars planned for early next year.
- The team is considering companies that could become potential case studies for highlighting best practices.

Jennifer asked the Task Force for suggestions for further collaborations or case study profiles. Discussion and/or ideas from Task Force members included:

- Kelly Huang
 - Suggested collaboration with the [California Partners Project](#), which provides data on high-growth AI companies and board gender diversity.
 - Recommended highlighting companies that perform well for board diversity benchmarks, using success stories and storytelling to drive impact.
 - Proposed Woodroffe Sawyer as a potential contact; they are a brokerage and consulting firm. Kelly will follow up with outreach.
- Pradip Khemani
 - Emphasized that toolkits should be helpful and intentional, serving as plug-and-play resources for organizations to use in meetings (e.g., showcasing the state of diversity across California's insurance industry).
 - Suggested CDI host an economic impact webinar to highlight community outcomes—economic, social, health, and wealth equity. Recommended learning from other organizations through case studies and focusing on the quality of messaging.
- Cecil Plummer
 - Stressed the importance of communication tactics and awareness to engage board members and non-government committee members.
 - Highlighted that placing qualified diverse candidates on boards often happens through networking and relationships. Encouraged facilitating opportunities to build these connections.
- General Discussion
 - Ideas shared around building better boards, including:

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- i. Pradip suggested creating a Board Diversity Symposium and mentorship programs led by diverse leaders;
- ii. Publishing board diversity resources and establishing mentoring organizations for aspiring board members;
- iii. Hosting a Board Diversity Symposium or integrating a board track into existing symposiums;
- iv. Inviting board members as keynote speakers to share how their work contributes to community impact; and
- v. Cecil Plummer suggested rebranding for 2026 with a shift in language from “Supplier Diversity” to “Supply Chain Excellence.”

6. 2025 Insurance Diversity Summit

Jennifer Van provided an update about the 2025 Insurance Diversity Summit. Key highlights from attendees, Task Force members, and CDI team included the downtown Los Angeles venue and the consecutive general session format which was preferred over concurrent sessions. The CDI team is documenting lessons-learned, key takeaways, and ideas for the 2026 Summit.

Discussion and/or ideas from Task Force members included:

- Pradip Khemani praised the Insurance Diversity Summit, noting the strong event execution, great location, and well-balanced agenda. The event quality was exceptional.
- Kelly Huang noted that the Summit instilled the tone that ‘the work doesn’t stop’.

7. Future Meeting Agenda Items

Committee members would like to have a future agenda item addressing the demand for creating opportunities within board diversity.

8. Public Comment

No public comment was received.

9. Adjournment

Kelly Huang moved to adjourn the meeting. The motion was carried. The meeting was adjourned at 10:57 AM