

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 – Supplier Diversity Committee Meeting Minutes

November 4, 2025
11:15 AM – 12:15 PM (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: Imelda Alejandrino, Alycia Anderson, Jose Plascencia, Tommy Smith, Marquita Thomas
- Committee Members Absent: Rebecca Aguilera-Gardiner, Mark Morales, Chandara Phanachone (Commissioner's Designee)

There being a quorum, Marquita Thomas called the Insurance Diversity Task Force Supplier Diversity Committee meeting to order at 11:18 AM

2. Introductions

Insurance Diversity Task Force (IDTF) Committee members

- Marquita Thomas, Jose Plascencia, Alycia Anderson, Imelda Alejandrino, Tommy Smith

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

3. Public Comment for Items Not on Agenda

No public comments received.

4. Meeting Minutes Review & Approval

- **Task Force Action:** Tommy Smith moved to approve the July 29, 2025 IDTF Supplier Diversity Committee Meeting minutes, and Imelda Alejandrino seconded the motion.
- **Outcome:** The motion was carried by a unanimous roll call vote.

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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 Veterans 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 the Black Corporate Board Readiness (BCBR) event. Panel focused on Building Better Boards. Key Takeaways were board readiness programs address supply side.
- **(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 feedback. Discussion and/or ideas from Task Force members included:

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- Marquita Thomas
 - Spoke about the Community-Based Organization Panel at the California Public Utilities Commission (CPUC) En Banc (October) that highlighted the challenges and barriers to increasing spend with diverse suppliers. She noted that insurance requirements continue to be a major barrier and discussed if there were opportunities to negotiate policy requirements in order to submit a bid.
- Jose Plascencia
 - Provided an update on the California Hispanic Chamber of Commerce Convention held at the Los Angeles Country Fairgrounds where attendance was lower but strong participation from business people from across the U.S. Jose highlighted the Allstate Summit (October 28). The theme was Evolution of Diversity and Inclusion. The summit was rich in information, highlighted the core message remains consistent even if the terminology evolves, and how businesses are adapting.
 - Upcoming events - California Hispanic Chamber of Commerce Economic Outlook on Dec 3rd in Sacramento. African American Chamber of Commerce has an event in January.

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:

- Alycia Anderson thanked the CDI team for highlighting disabilities, noting increased interest from companies in understanding disability within procurement and diversity. She expressed excitement about how this visibility is fostering education, business opportunities, and broader inclusion in key conversations.
- Jose Plascencia praised Alycia Anderson's presentation for being accessible and impactful, with clear messaging and effective use of closed captioning. He appreciated the recognition of community partners, noting how meaningful that acknowledgment is for those organizations. He also raised the issue of event attrition and suggested a "soft-touch" care call to registered attendees as a way to improve attendance.

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- Marquita Thomas shared that the Summit was incredible and accessible to all. She emphasized the importance of keeping disability front and center at such events and highlighted opportunities to integrate Professional Development and Personal Enrichment (PDPE) into contracting. She noted that some attendees were unfamiliar with certification processes. Marquita suggested it would have been more effective recognizing CDI staff and community partners during the main program for greater impact. Overall, she praised the event's content and execution.
- Imelda Alejandrino emphasized the importance of addressing the practical questions business owners ask before attending events: How will this help grow my business? Is it affordable or free? What are the benefits? How do I work with insurance companies? She stressed the need to focus on the economic value these events offer to participants.
- Tommy Smith suggested live streaming some of the content to increase the reach to more business leaders.
- General comments focused on strengthening engagement and impact, including:
 - Reviewing survey responses and attendance data for deeper insights, such as attrition trends and repeat participation.
 - Following up with past matchmaking participants to capture success stories and outcomes.
 - More clearly communicating the value proposition for attending future events.
 - Expanding marketing efforts through session previews, highlights of upcoming programming, and increased use of video content.

7. Future Meeting Agenda Items

- Lessons learned on how diverse suppliers can support statewide emergency response efforts.
- Preview/planning of the March 2026 California Supplier Diversity Symposium.

8. Public Comment

No public comment was received.

9. Adjournment

Jose Plascencia moved to adjourn the meeting. The motion was carried. The meeting was adjourned at 12:15 PM