

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

April 30, 2026
10:00 – 11:00 AM (PDT)

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 – Gabriella Coplan

- Committee members in attendance, virtually: Linda Akutagawa, Pradip Khemani, Cecil Plummer, Chandara Phanachone (Insurance Commissioner's Designee)
- Committee members absent: Kelly Huang, Vikita Poindexter

Quorum was established. Chandara Phanachone called the Insurance Diversity Task Force Board Diversity Committee meeting to order at 10:04 AM.

2. Introductions

Insurance Diversity Task Force (IDTF) Board Diversity Committee

- Linda Akutagawa, Pradip Khemani, Cecil Plummer, Chandara Phanachone (Commissioner's Designee)

CDI Staff

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

3. Public Comment for Items Not on Agenda

No public comments received.

4. Meeting Minutes Review & Approval

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- **Task Force Action:** Cecil Plummer moved to approve January 27, 2026, IDTF Board Diversity Committee Meeting minutes. Pradip Khemani seconded the motion.
- **Outcome:** The motion was approved. Task Force member Linda Akutagawa abstained.

5. California Partners Project

Chandara Phanachone (Commissioner's Designee) asked the committee to provide feedback on a topic from May 17, 2026, IDTF 1st quarterly meeting – California Partners Project. Elizabeth Cheong, Associate Director, briefed the Task Force on the work being done at the [California Partners Project](#), highlighted the Board Diversity Playbook, and invited the Department of Insurance IDTF to leverage their playbooks and research. Elizabeth asked the IDTF for partnership ideas or ways to amplify the opportunities available from the California Partners Project.

Discussion and/or ideas for consideration from Task Force members included:

- Linda Akutawaga asked about what kind of collaboration is feasible in terms of time and staff resources. An idea given was to showcase and highlight potential board candidates through speaking engagements, events, and networking opportunities. Bring together non-board members with board members for a conversation about a critical topic to help people get connected.
- Pradip Khemani suggested having representatives from California Partners Project for further conversation to explore. Pradip highlighted three things – drive awareness (the why), create willingness (the how), and determine the intent (the what).
- Cecil Plummer talked about creating an environment where people can start to develop relationships, or opportunities, to host or attend events to bring California Partners Project together with CDI and folks who are interested in potential board service. Cecil agreed a deeper dive on what is possible, what tools and access can CCP provide, and what other partners we can connect with.
- Chandara Phanachone (Commissioner's Designee) highlighted how the Insurance Diversity Program is looking at other networking options as well as the opportunity to partner with CCP who have generally indicated that they remain open to ideas. She discussed leveraging case studies, in relation to their playbook as a possibility to highlight a company's challenges, how they dealt with it, and strategies to navigate the current environment with respect to board diversity.

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6. 2026 Committee Focus

An Kim, Diversity Communications & Outreach Manager, provided an overview of the IDTF toolkit – messaging guide, marketing communications calendar along with observances, talking points, resources, and assets for the year. The intent of the toolkit is to support task force members in sharing their work on the Task Force as well as guide conversations when they attend different functions.

Chandara Phanachone (Commissioner's Designee) highlighted the diversity factsheets and the diversity impact sheets for multiple diverse business enterprises. The fact sheets show the economic impact of insurance companies' contracting with diverse businesses in California.

7. 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:**
 - 2026 Board Diversity Leadership Webinars
 - NAIC National Meetings
 - CPUC En Banc in October 2026
 - OIDI Integrated Marketing Campaign
 - IDTF Marketing Toolkit
- **(2) Community Engagement Pillar Updates:**
 - 2026 Diversity Dialogue – Corporate Directors Forum
 - IDTF Video Series – Our Stories, Our Impact
 - i. Thank you to Task Force members for contributing to the Women's History Month video – Vikita Poindexter, Marquita Thomas, Alycia Anderson, Imelda Alejandrino
 - ii. The IDP team is currently working on the next video for June Pride Month
 - 2026 WBENC National Conference (June)
 - 2026 National Minority Supplier Development Conference (July)
 - 2026 CA Insurance Diversity Summit (October)

Discussion and/or ideas from Task Force members included:

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Linda Akutagawa said the conversations shared during the 2026 Diversity Dialogue were interesting perspectives from multiple board directors.

Chandara Phanachone (Commissioner's Designee) thanked the teams from CDI's Communications & Press Relations Branch and Information Technology Division for supporting OLDI to make the video series happen. She highlighted how the video series' central element is humanizing our lived experiences and the intentionality that went into conceptualizing this video series. Chandara reiterated the commitment to amplify voices and put a name to issues that are important to the work we're doing as part of our mission.

- **(3) Access to Opportunities Pillar Updates:**
 - 2026 Board Diversity Leadership Webinars
 - 2026 Diversity Dialogue
 - 2026 California Insurance Diversity Summit (Business Matchmaking)
- **(4) Recognition and Accountability Pillar Updates:**
 - 2026 California Insurance Diversity Survey (CAIDS) Administration
 - i. Launched April 15, 2026
 - ii. Expecting 360 insurance companies to report to CDI
 - iii. CDI will be hosting webinars in May to guide companies through the CAIDS portal and available resources.
 - Insurance Diversity Case Studies

Discussion and/or ideas from Task Force members included:

Chandara Phanachone (Commissioner's Designee) highlighted the team has been leading the launch of the 2026 CAIDS – the Department's statutorily-codified biennial survey. Notifications were sent beginning on April 15, and the Department is expected to receive report submissions from 360 insurance companies that are required to comply with the CAIDS. This biennial survey is administered under California Insurance Code Section 927 et seq., and provides transparency on the California insurance companies' procurement with diverse businesses and aggregated information of its board, making it the only survey of its kind in the U.S. The results help shape policy, inform research, and track trends – such as the notable rise in women's board representation seen in 2024. The team plans to release preliminary findings by the Department's upcoming annual Insurance Diversity Summit and thereafter by the November 1 statutory deadline. The Task Force may suggest additional questions or areas for deeper analysis.

8. Future Meeting Agenda Items

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Committee did not have future agenda items.

9. Public Comment

No public comment was received.

10. Adjournment

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