

## 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

January 27, 2026  
11:15 AM – 12:15 PM (PST)

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

### 1. Meeting Call to Order

Roll Call – Conducted by CDI Staff – Gabriella Coplan

- Committee Members in Attendance, virtually: Rebecca Aguilera-Gardiner, Alycia Anderson, Mark Morales, Jose Plascencia, Tommy Smith, Marquita Thomas
- Committee Members Absent: Imelda Alejandrino

Quorum was established. Marquita Thomas called the Insurance Diversity Task Force Supplier Diversity Committee meeting to order at 11:16 AM.

### 2. Introductions

Insurance Diversity Task Force (IDTF) Supplier Diversity Committee

- Rebecca Aguilera-Gardiner, Alycia Anderson, Mark Morales, Jose Plascencia, Tommy Smith, Marquita Thomas

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

- **Task Force Action:** Marquita Thomas requested a roll call vote on approval of November 4, 2025 - IDTF Supplier Diversity Committee Meeting Minutes.
- **Outcome:** Minutes approved by a unanimous roll call vote.

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## 5. Engaging Diverse Suppliers in Rebuilding Efforts

Marquita Thomas (Supplier Diversity Committee Chair) asked the committee members to provide their insights with regards to engaging diverse suppliers in the rebuilding efforts after disasters. Discussion and/or ideas from Task Force members included:

- Marquita Thomas
  - Marquita discussed the need for improved clarity and outreach in engaging diverse suppliers in disaster recovery efforts. Suppliers want to help rebuild but are unclear about processes and available opportunities. There is a need for more outreach, increased communication, and information sharing. She presented an idea of having dedicated conversations with business advocacy groups, diverse chambers, etc. to fill the gap.
- Mark Morales
  - Mark highlighted that because insurance companies have different claim processes, we can help by directing diverse suppliers to the supplier diversity contacts listed on the CDI website. Many suppliers may not realize they can reach out to these contacts directly. Sharing the website information broadly could help close this gap and improve access to opportunities. CDI and Task Force should be that connector — insurance companies should reach out to us for our database of diverse suppliers.
- Tommy Smith
  - Tommy asked about sessions related to this at the 2026 CA Supplier Diversity Symposium. An Kim confirmed there will be session about how to do business in Southern California. DGS is doing a session about how to do emergency procurement and process to get diverse suppliers in rebuilding efforts. In addition, Tommy pointed out the nuanced difference of business to government or business to business solutions. Whatever recommendations we have should be facilitated with chambers who have more insight into their market.
- Jose Plascencia
  - Jose provided an industry perspective that rebuilding is driven by the policyholder's choice — homeowners typically select their own contractors, so insurers have limited influence. While insurers cannot direct work, most have vetted preferred vendors provided by adjusters based on quality and performance. Sharing these channels and processes could expand access for diverse suppliers. There are not enough avenues for finding contracted work. Ethnic chambers of commerce have channels — direct members towards those to find diverse suppliers.

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- Alycia Anderson
  - Alycia shared she was recently certified with California Public Utilities Commission (CPUC) and now being connected through matchmaking and resources. There are monthly meetings to match suppliers to meet their needs.

## 6. 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 Supplier Diversity Symposium:** Office of Insurance Diversity & Innovation (OIDI) focused on upcoming 2026 CA Supplier Diversity Symposium including a session geared towards workforce succession planning. Task Force member, Tommy Smith, is leading the session. The session components include succession planning for project equity and national center of employee owner, focus on certifying employee-owned companies from the state perspective, helping businesses think ahead and be prepared. Kaiser Permanente will be on the panel.
  - **Prospective Webinars:** Planning is underway for 2026 Board Diversity Leadership Webinars with prospective organizations.
  - **Prospective Community Engagement:** CDI team will continue engagement via the National Association of Insurance Commissioner (NAIC) national meetings, and CPUC En Banc in October 2026.
  - **Prospective OIDI Integrated Marketing Campaign:** CDI team is working on an integrated marketing campaign focused on updated website, resource documents, toolkit, impact sheets, and tracking outreach success metrics.
- **(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 for Diversity Initiatives.
  - Strengthen collaborations with Community and/or Industry Stakeholders on events and programs:
    - i. Board Diversity Webinars

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- ii. 2026 Diversity Dialogue – Corporate Directors Forum (March)
- iii. Task Force Member interviews/podcasts
- iv. 2026 Women’s Business Enterprise National Council (WBENC) National Conference (June)
- v. 2026 National Minority Supplier Development Conference (July)
- vi. 2026 CA Insurance Diversity Summit (TBD)
- o Task Force Interviews/Podcasts
  - i. Goal is to start with three observances -- Women’s History Month, Pride Month, and Veterans. Vision is to highlight Task Force members, their stories, and the impact of their work.

Discussion and/or ideas from Task Force members included:

Alycia Anderson suggested an additional podcast observing national disability awareness in October.

Marquita Thomas recommended including MBEs when possible. This is the first time producing podcasts and more can be added next year.

Mark Morales recommended during months when no observances are done, utilizing the impact reports to recognize the work being done for MBEs communities.

- **(3) Access to Opportunities Pillar Updates:**
  - o LGBTQ Procurement Forum (January 2026) – OIDI will be speaking on a panel, and CDI will host an exhibitor booth in support of support Marquita Thomas’s team of the California LGBTQ Chamber of Commerce that will host this event.
  - o 2026 CA Supplier Diversity Symposium (March 2026) – Session on ‘Succession Planning’
  - o Business Matchmaking at 2026 Insurance Diversity Summit (October 2026)
  - o CPUC En Banc (October 2026)
- **(4) Recognition and Accountability Pillar Updates:**
  - o 2026 CA Insurance Diversity Survey (CAIDS) Administration
    - i. CDI will host two CAIDS informational webinars ([February 10, 2026 & February 18, 2026](#))
  - o Insurance Diversity Case Studies
    - i. Purpose: Highlight leading practices among champion companies in supplier diversity and board diversity.

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- ii. Similar to past CDI case studies – [NORCAL Group](#) & [Prudential](#)
- iii. OIDI to provide plan and update at 1<sup>st</sup> Quarterly Task Force Meeting on March 17, 2026.

## 7. 2026 California Supplier Diversity Symposium

An Kim, Diversity Communications & Outreach Manager presented a progress update on the Symposium

- CDI working with the [California Statewide Coalition for Diversity Initiatives](#)
- 500 registrations received. Goal of 1000 registrations.
- Agenda will have concurrent sessions.

## 8. Future Meeting Agenda Items

Debrief CA Supplier Diversity Symposium at April 30, 2026, IDTF Supplier Diversity Committee meeting.

## 9. Public Comment

No public comment was received.

## 10. Adjournment

Mark Morales moved to adjourn the meeting. The motion was carried. The meeting was adjourned at 12:04 PM.