

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 (IDTF) 2025 4th Quarterly Meeting Minutes

December 3, 2025
10:00 AM – 12:00 PM (PST)

California Department of Insurance (CDI)
CDI Los Angeles (Headquarter Office)
300 South Spring Street, South Tower
Los Angeles, CA 90013

1. Meeting Call to Order

Roll Call – Conducted by CDI Staff – Shannon McCollum

- Committee Members in Attendance (Virtually): Dr. Fabiola Cobarrubias (IDTF Vice Chair), Rebecca Aguilera-Gardiner, Linda Akutagawa, Imelda Alejandrino, Alycia Anderson, Annalisa Barrett, Kelly Huang, Pradip Khemani, Jose Plascencia, Cecil Plummer, Tommy Smith, Marquita Thomas, Chandara Phanachone (Insurance Commissioner's Designee)
- Committee Member in Attendance (In Person): Mark Morales
- Committee Member Absent: Vikita Poindexter (IDTF Chair)

Quorum was established. IDTF Vice Chair Dr. Fabiola Cobarrubias called the Insurance Diversity Task Force meeting to order at 10:02 AM.

2. Public Comment for Items Not on Agenda

No public comments received.

3. Meeting Minutes Review & Approval

- **Task Force Action:** Vice Chair Dr. Fabiola Cobarrubias moved to approve September 10, 2025, IDTF 3rd Quarterly Meeting minutes, and Cecil Plummer seconded the motion.
- **Outcome:** The motion was carried by a unanimous roll call vote.

4. Introductions

Insurance Diversity Task Force ([IDTF](#))

- Vice Chair Dr. Fabiola Cobarrubias, Rebecca Aguilera-Gardiner, Linda Akutagawa, Imelda Alejandrino, Alycia Anderson, Annalisa Barrett, Kelly Huang, Pradip Khemani, Mark Morales, Jose Plascencia, Cecil Plummer

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Tommy Smith, Marquita Thomas

CDI Staff

- Chandara Phanachone, Insurance Commissioner's Designee & Chief, Office of Insurance Diversity & Innovation (OIDI); 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.

5. Department Welcome Remarks

Chandara Phanachone (Commissioner's Designee) welcomed the Task Force to the final meeting of the year and thanked the Task Force for their leadership, support, and collaboration as part of the 2025 Insurance Diversity Summit. Chandara highlighted the publication of the 2025 [Insurance Diversity Index](#) and the first-ever [Economic Impact Report](#). This report shows that when insurance companies contract with diverse suppliers, those procurements, in turn, generate a ripple economic multiplier effect of \$2.16 for every dollar. According to this report, when California's insurance companies spent \$3.1 billion with diverse businesses, that spend resulted in \$6.7 billion total impact to California's economy.

6. Policy & Legislation Updates

Miguel Bastidas (CDI Chief Deputy Legislative Director) provided the 2025 legislative updates. CDI Legislative Office team is currently in the process of developing 2026 legislative package.

- [AB 888](#) (Calderon) or the CA Safe Homes Act – This measure would create a program at CDI to reduce wildfire losses through home hardening, improving insurability and community resilience.
- [SB 547](#) (Perez/Rubio) or the Business Insurance Protection Act – This measure would prohibit cancellation/non-renewal of commercial property policies for one year following declaration of a state of emergency.
- [SB 495](#) (Allen) or "Eliminate the List" Act – This measure would increase personal property coverage without requiring an itemized inventory list following state of emergency.

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- [SB470](#) (Laird) or Bagley-Keene Open Meeting Act – Existing law, with specified exceptions, requires that all meetings of a state body be open and public and all persons be permitted to attend any meeting of a state body. This measure extends remote participation option for state bodies through January 1, 2030.

7. Task Force Reappointments / Recognition of Service

Chandara Phanachone (Commissioner's Designee) acknowledged the service of three (3) re-appointments to the Task Force for a two-year term. Congratulations to Rebecca Aguilera-Gardiner, CEO, Veterans in Business (VIB) Network; Mark Morales, Senior Vice President of Community Lending & 504 Specialist at AmPac Business Capital; and Tommy Smith, Senior Manager, Economic Impact, Impact Spending, Kaiser Permanente on their reappointments.

8. 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. Continue to build out OIDI innovation team in 2026.

- **(1) Communications and Public Relations Pillar Updates:**

Jennifer Van talked about engaging more deeply and more intensely with board leadership organizations. The goal is to elevate the conversations in the rooms where they matter. Share what CDI and Task Force are working on. Better track and establish program policies to address gender parity and gender equity.

- Board diversity webinar – Invest Ahead (September 16, 2025)
- Board diversity engagement with Task Force members
- Follow up and plan for 2026 opportunities

Discussion and/or ideas from Task Force included:

- Kelly Huang commented that most companies are doing the work, just renaming it to inclusion or talent acquisition, or repositioning the work. Get information beyond California – other states & regions looking to California.
- Annalisa Barrett highlighted the impact of diversity in the boardroom on financial performance. Investors are calling on a focus on board diversity and increasing

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disclosure of board diversity beyond the requirements of the United States Securities and Exchange Commission (SEC). The work of the Task Force increases the transparency of the metrics.

- Chandara Phanachone discussed how board diversity continues to face headwinds. The pendulum is swinging and California is leading on this. Progress is slow, but it is happening. Companies that double down on diversity have the potential to realize financial gains. She highlighted the longstanding efforts of this Task Force and underscored the business imperatives of why this work matters.
 - On the Horizon
 - i. State of Board Diversity report publication

Discussion and/or ideas from Task Force included:

- Kelly Huang highlighted [California Partners Project](#) with regards to Artificial Intelligence (AI) companies and lack of woman in the boardrooms of AI companies.
- Annalisa Barrett is a part of California Partners Project's Gender Equity Advisory Council. Annalisa plans to follow up with CDI team to make the introduction to the team at CA Partners Project.
- Cecil Plummer suggested engaging with professional organizations including meetings and training events.
 - Communications Plan
 - i. Insurance Diversity Program factsheets will be complemented with Diversity Impact sheets (to reflect the economic impact of the diverse business enterprises to California's economy)
 - ii. ODI creates marketing toolkit for Task Force, including economic impact social media carousel.
 1. Jennifer Van suggested using case studies of companies to profile or collect feedback from business matchmaking participants at the CA Insurance Diversity Summit.
 2. An Kim highlighted the toolkit will have content broken into the demographic groups and provide quick facts in toolkit's social media assets.

Discussion and/or ideas from Task Force included:

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- Mark Morales asked for a toolkit the Task Force can use for events CDI staff can't attend. Mark suggested interviewing Task Force members, how they became Task Force members, and the impact to the community.
- Dr. Fabiola Cobarrubias asked about using alternative social media to communicate to the public.
- Cecil Plummer suggested podcasts to generate content given the target audience and demographics. He suggested interviewing executives from boards that are doing well in that space.
- Pradip Khemani highlighted that Blue Shield received gold designation on the Insurance Diversity Index and suggested the chairwoman of their board as guest speaker.
- Linda Akutagawa suggested short video format with questions and featuring topics that align with the strategic plan.
- Marquita Thomas talked about using AI to create a podcast.
- Alycia Anderson agreed with Marquita using AI to edit videos and create clips of interviews.
- **(2) Community Engagement Pillar Updates:**
 - Past Events in 2025 – CA Supplier Diversity Symposium, Board Leadership Webinar, CA Insurance Diversity Summit, CDI Community Partnership Initiative.
 - On the Horizon
 - i. 2026 CAIDS Informational Webinars (Feb 2026)
 - ii. 2026 CA Supplier Diversity Symposium (March 18, 2026)
 - iii. Webinar perspectives
 - iv. Other collaboration ideas

Discussion and/or ideas from Task Force members included:

- Alycia Anderson suggested amplifying disability programs and opportunities.
- Cecil Plummer asked about links between income and reduced risk/payouts in the insurance industry.
- Linda Akutagawa asked if there are other areas of focus that can't be featured at the Insurance Diversity Summit...small business opportunities, featured communities to highlight the opportunities, casting a wider net because entry points may vary for different individuals.
- Mark Morales suggested plugging into certification entities, insurance companies' events, boards, organizations tied to insurance companies.

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- **(3) Access to Opportunities Pillar Updates:**
 - 2025 Diversity Dialogue – Corporate Directors Forum, Black Corporate Board Readiness (BCBR) Inclusive Governance Summit
 - On the Horizon
 - i. Strategic Plan resource guide for aspiring board directors
 - ii. Other organization ideas
 - iii. Event opportunities

Discussion and/or ideas from Task Force members included:

- Events
 - i. CA Supplier Diversity Symposium (March 18, 2026)
 - ii. Women’s Business Enterprise National Council (WBENC) 2026 National Conference (June 15-18, 2026)
 - iii. National LGBT Chamber of Commerce (NGLCC) (August 18-21, 2026)
 - iv. California Public Utilities Commission (CPUC) (September 30, 2026)
 - v. Veterans in Business Network (VIB) Annual VIB Network National Conference (November 2-3, 2026)
- **(4) Recognition and Accountability Pillar Updates:**
 - [2026 CA Insurance Diversity Survey](#) kickoff in Spring 2026
 - Case studies with companies from Insurance Diversity Index Report

9. 2026 California Supplier Diversity Symposium

An Kim provided an overview of the event planned for March 18, 2026, in Pasadena, CA. Registration to open in early December. Resource Expo invitations being sent in the new year. CDI is partnering with Tommy Smith (IDTF Member) on a session.

10. Past/Upcoming Events & Announcements

- Rebecca Aguilera-Gardiner thanked the Task Force for their support of the VIB National Conference in November. Over 400 attendees attended. Mark Morales (IDTF) was on a panel that morphed into a discussion about what to do after the contract is signed and how you approach the contract process. Next year’s event will be November 2-3, 2026 in Palm Springs, CA.
- Rebecca Aguilera-Gardiner will be testifying at the White House about inspiring veteran entrepreneurs and the importance of small business programs.

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- LGBTQ Procurement Forum & Expo – January 28-29, 2026 in West Hollywood, CA.
- 2026 CA Supplier Diversity Symposium – March 18, 2026 in Pasadena, CA.
- 2026 Task Force Meetings & Committee Meetings – Announcement of [2026 IDTF Meeting Dates](#)

11. Future Meeting Agenda Items

- How do we engage with companies that do not report data to the California Insurance Diversity Survey (CAIDS).
- Podcast/videos – support needed from task force.

12. Public Comment

No public comment was received.

13. Adjournment

Mark Morales moved to adjourn the meeting. The motion was carried. The meeting was adjourned at 11:50 AM.