

**DEPARTMENT OF INSURANCE**

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**CDI INSURANCE DIVERSITY TASK FORCE (IDTF)  
4<sup>th</sup> QUARTERLY MEETING MINUTES**

**Wednesday, December 12, 2018  
10:00 a.m. – 12:00 p.m. PST  
California Department of Insurance  
300 Capitol Mall, Sacramento, CA 95814**

**I. Welcome – Task Force Chair Sal Peinado, Jr**

- A. Task Force Roll Call – CDI staff, Rebecca Ball.**
- i. Quorum Met. Task Force Present:**
- (Located in Sacramento) Annalisa Barrett, Pat Fong Kushida, Melinda Guzman, Salvador Peinado Jr., Cecil Plummer;
  - (Located in Los Angeles) Beverly Cole, Dawn Marchand, Mark Morales, Randolph Sinnott;
  - (Located in San Francisco) Jay Greene;
  - (Via Phone) Linda Akutagawa, Scott Diener.
- B. 3<sup>rd</sup> Quarterly Minutes – Linda Akutagawa moved to approve the minutes. Melinda Guzman seconded the motion. With 11 Ayes, 0 Nays, 0 Abstentions, the Minutes were approved.**
- C. Guest Introductions – Anthony Belcher, CEO Wes-Tech Environmental (Sac); Ruby Khalathee, Wes-Tech Environmental (Sac); Irene Herman, Riskguard Insurance Services (San Fran); Peter Streit, CDI (LA)**

**II. Insurance Diversity Initiative**

- A. Announcement –**
- i. Sal Peinado, Jr, IDTF Chair – Welcomed gathered attendees.**
- ii. Melinda Guzman, IDTF – Thanked Commissioner Jones for the opportunity to participate on the Diversity Task force, and his vision for promoting diversity in the insurance industry.**
- iii. Dave Jones, Commissioner – Extended his sincere gratitude for the service and commitment demonstrated by past and current Task Force members over the years. He also acknowledged the recent passing of Aubry Stone – founder and CEO of California Black Chamber of Commerce for his work in securing economic opportunities for the African American community. Commissioner Jones, who recently visited Paradise, CA, also emphasized his commitment to the victims of the Camp Fire – the deadliest fire in California history.**

**III. Task Force Advisory Groups****A. Supplier Diversity and Governing Board Diversity**

- i. Cecil Plummer, IDTF – Emphasized the importance of attending industry events. He recommended for supplier diversity champions to continue reaching out to those who are not coming to supplier diversity events. Stressed expanding outreach to not just those who value supplier diversity, but also to those who are not engaged in the conversation.**
- ii. Pat Fong Kushida, IDTF – Asked how do we start to develop the pipeline of qualified candidates for corporate governing boards.**
- iii. Melinda Guzman, IDTF – Shared that a key to advancing governing board diversity is “Board Readiness,” and that perhaps there needs to be outreach to the Chairs of the Nominating**

Committee of a Board to participate in workshops. The challenge is that governing boards typically fill vacant board seats through director referrals. Typically, you need to know the right people, but in some cases nominating committees found candidates using LinkedIn.

- iv. Beverly Cole, IDTF – Suggested IDI partner with existing groups such as the National Association of Corporate Directors to strengthen our understanding of the board leadership process.
- v. Cecil Plummer, IDTF – Shared challenge of supplier diversity is getting in front of decision makers. One part of a solution is to target mainstream business events so suppliers can actually meet procurement decision makers.
- vi. Linda Akutagawa, IDTF – Suggested IDI could have a presence at these external business events.
- vii. Mark Morales, IDTF – Suggested IDI target 4-5 events and plug in task force members and CDI staff.

#### **IV. Insurance Diversity Initiative Updates**

##### **A. 7<sup>th</sup> Annual Insurance Diversity Summit Highlights**

- i. Chandara Phanachone, CDI – Thank you to the Diversity Task Force for presenting the Commissioner with the Visionary Award. Thank you to all of our Task Force members, sponsors, speakers/panelists, moderators, and CDI staff & volunteers for an amazing event. We could not have done this without you and we truly appreciate your service and dedication.
- ii. Ben Phillips-Lesenana, CDI - A total of 348 online registrations, culminating in a 242 final head count for day-of attendees. The California Endowment reached nearly maximum capacity during the Morning Plenary session. Overall, the break-out sessions were very-well attended with the “Navigating the Procurement Process” and “Leveraging Social Media” sessions reaching near-capacity.
- iii. Rebecca Ball, CDI - Thank you everyone that submitted an on-site survey and/or the electronic version that was emailed to attendees. Based on the submitted surveys, here are event survey highlights:
  - *The 2<sup>nd</sup> Annual Resource Expo was very well received; 80% of those that submitted the survey found it informative.*
  - *Afternoon workshop topics and panelists were ranked very informative or higher by over 70% of those who submitted a survey.*
  - *Received multiple requests for workshop presentation printouts (if applicable) for future events.*
  - *Over 90% of attendees who submitted a survey ranked location and parking to be acceptable to very good; a significant improvement from past event locations.*
- iv. **Future Considerations for Diversity Summit**
  - Dawn Marchand, IDTF – Recommended IDI focus on connecting diverse suppliers to primes via a “Meet the Primes Event.”
  - Mark Morales, IDTF – Suggested working with IDTF member Dawn Marchand on this “Meet the Primes” idea.
  - Pat Fong Kushida, IDTF – Noted diverse suppliers also need to identify the top business needs of the insurance industry. Will insurance companies focus procurement on cybersecurity, claims, legal

##### **B. 2018 MIDS Portal Updates**

- i. Chandara Phanachone, CDI – There were some technical difficulties with the MIDS Portal located at [www.insurance.ca.gov/diversity](http://www.insurance.ca.gov/diversity), but we have since been in touch with CDI’s IT Unit, and the portal have been fixed

##### **C. ISR Supplier Diversity Report and Governing Board Diversity Project**

- i. Chandara Phanachone, CDI – The ISR Supplier Diversity Reports and GBD Reports have been completed. CDI is in the process of reviewing the content of both reports.

##### **D. 8<sup>th</sup> Annual Insurance Diversity Summit Planning**

- i. Chandara Phanachone, CDI – Details are forthcoming, but we will be working on securing sponsors for the 2019 (8<sup>th</sup> Annual Summit). Please contact us at [diversity@insurance.ca.gov](mailto:diversity@insurance.ca.gov) for sponsorship inquiries.

## V. Task Force Member Updates

### A. **Announcements & Past or Upcoming Events**

- i. Chandara Phanachone, CDI –
- ii. Cecil Plummer, IDTF – Attended the MBEIC / WRMSDC General Assembly event on September 21, 2018 in San Francisco. Event focused on equality and its effect on business development and access to capital.
- iii. Cecil Plummer, IDTF – Announced a new event called, “*Prime Time*” on March 21, 2019 that will focus on Prime to Sub-Prime matchmaking. Also new emphasis on diverse businesses procuring goods/services from other diverse businesses.
- iv. Jay Greene, IDTF – Hosted the Golden Gate Business Association event, “*Gratitude*” on November 7, 2018. Honored BART and VTA for leading the nation in procuring LGBT architecture, engineering, construction, and professional services.
- v. Jay Greene, IDTF – Hosted the Golden Gate Business Association (GGBA) event, “*Make Contact*” on December 11, 2018. The event honored national insurance companies championing the inclusion of LGBT business enterprises, which made use of the diverse procurement data provided by CDI.
- vi. Pat Fong Kushida, IDTF – Attended the National AAPI Leadership Summit on November 13, 2018, that featured Henry Childs II, National Director for Minority Business Development within the Department of Commerce. One of the key issues discussed were the challenges given that the Federal Administration intends to eliminate federal subsidies for minority business development.
- vii. Jay Greene, IDTF – Announced the 2019 Power Lunch with a theme of “*Building Bridges*” that will be held on February 1, 2019. The luncheon will focus on GGBA’s commitment to building bridges across economic, geographic, cultural, and inter-community boundaries throughout the last 44 years of service to the community.
- viii. Chandara Phanachone, CDI – Thank you for these announcements.

## VI. Next Steps and Adjourn

### A. **Contact us: [diversity@insurance.ca.gov](mailto:diversity@insurance.ca.gov)**

### B. **Next Meeting: TBA in 2019 – Given the change in CDI administration, we will be announcing the next meeting in the new year.**

- i. Sal Peinado, Jr, IDTF Chair – Moved to adjourn.
- ii. Melinda Guzman– 1<sup>st</sup> the motion.
- iii. Pat Fong Kushida – 2<sup>nd</sup> the motion.