

DEPARTMENT OF INSURANCE

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CDI TASK FORCE HALF-DAY WORK SESSION MINUTES

Friday, January 17th, 2014

1:00 - 2:35 p.m.

California Department of Insurance
300 Capitol Mall, Sacramento, CA 95814

- I. Welcome – Insurance Commissioner Dave Jones
- II. Open Meeting – Interim Chair Scott Syphax
 - a. Roll Call
 - b. New Insurance Diversity Coordinator – Naveen Habib
 - c. Attendee Introductions
 - d. Review Agenda
- III. 2013 Year in Review – Chair Scott Syphax
 - a. Task Force Report & Public Hearing
 - b. 2013 ISD Survey
 - i. Syphax – Increase collaboration and communication between CDI and insurers about the survey
 1. Michael Gunning – Insurers require additional education and instruction about the survey
 2. Steve Suchil – Send out memo to insurers regarding the 2015 survey (In an effort to be more communicative about the survey)
 - ii. Sam Kang – Numbers were stark but educational: insurance companies didn't know what to showcase; 2015 results will be compelling, eager to see those stories
 - c. 2nd Annual Insurance Diversity Summit
- IV. CDI Staff Update – Melanie Ramil
 - a. Meetings with insurers and stakeholders
 - i. Opportunities to share what the insurers are accomplishing in CA & nationwide
 - ii. Opportunities to share what the stakeholders have benefitted from
 - b. Legislative Proposals
 - i. Review definition of California Supplier?
 - c. Academic Analysis of 2013 ISD Survey
 - i. Zero-cost analysis from two institutions:

1. Sol Price School of Public Policy, University of Southern California (USC)
2. California Research Bureau (CRB)

V. New Business – Interim Chair Scott Syphax & Melanie Ramil

- a. **Governing Board Diversity (see 2011 Survey)**
 - i. **CDI needs to communicate timeline of survey to insurers**
 - ii. **Danielle Beavers – Look beyond governing boards and encourage workforce diversity in general**
 1. **Target senior/upper management as that is the pipeline to governing boards**
 - iii. **Syphax – Governing boards have links to driving corporate philosophy and compensation design**
 - iv. **Larry Gill - Consider privacy concerns: what can be inquired about?**
 - v. **David Castillo – Trying a broader, more general approach to this survey might be the best route to take, in order to avoid breach of privacy and data accuracy (frequent reassignments/changes)**
 - vi. **Michael Keeley – Need to examine role of CDI in looking at governing board diversity, ask questions such as:**
 1. **Is CDI looking to influence/encourage governing board diversity? If so, how?**
 2. **To encourage diversity, supply industry with more talent**
 3. **Idea for Summit: Best practices of insurers who have experience implementing governing board diversity**
- b. **3rd Annual Insurance Diversity Summit – Suggestions**
 - i. **Ramil – Presentation: changing CA demographics and/or academic analysis of 2013 results**
 - ii. **John Paulsen – Discussion: What does meaningful utilization look like?**
 - iii. **What is the benefit of partnering with prime contractors? How can a diverse supplier present themselves to a prime as a viable sub?**
 - iv. **Gunning – Summit just for insurance companies: maybe an educational seminar on the survey**
 - v. **Syphax – Diversity in investment and stewardship of surplus by insurance companies**
- c. **Matchmaking (Half-day at the Summit?)**
 - i. **John Martin – Focus: how to grow these (diverse suppliers) into primes?**
 - ii. **Beaver – Procurement forecasts**
 - iii. **Ramil – Necessary to ascertain the needs of the insurers and the needs of the suppliers**
 - iv. **Robert Benson – Businesses go to see how this process will help their bottom line; the event need to be worth the time it takes to be involved**
 - v. **John Casas – Advice for successful matchmaking**
 1. **Needs of companies are identified so meetings are with vendors who meet those needs**
 2. **Qualified representatives from companies**
 3. **Post-event report and feedback from suppliers and insurers regarding success rate of matchmaking event**

- vi. **Gill** – Doesn't have to be a speed-dating session; consider alternative methods
 - d. 2014 Task Force Report
 - e. 2015 ISD Survey
 - i. What should CDI ask of the insurers?
 - 1. **Syphax** – Revise the framing of questions: good work can be left uncaptured due to the design of the questions
- VI. 2014 Meeting Schedule (*tentative*) – Naveen Habib
 - a. Quarterly meeting updates
- VII. Next Steps – Interim Chair Scott Syphax
- VIII. Adjourn – Interim Chair Scott Syphax