



CALIFORNIA DEPARTMENT OF INSURANCE
2015 INSURER SUPPLIER DIVERSITY SURVEY

Report Type: **Individual**

Group / NAIC Code:

35076

Group / Company Name: **State Compensation Insurance Fund**

Our company / group enters into contracts to procure goods or services in California.

1. Does your company / group have a supplier diversity policy statement?

YES

A supplier diversity policy statement is any language that refers to the company's / group's policies in regards to supplier diversity, with the goal of procuring goods and services from diverse businesses

If yes, provide the supplier diversity policy statement below:

State Fund seeks to provide business opportunities for MBE, WBE, DVBE , LGBT Business Enterprises either as Tier 1 (direct) or as Tier 2(indirect) supplier. It is State Fund policy to encourage and afford opportunities to diverse suppliers, while ensuring that it receives the highest quality products and services. Our Supplier Diversity Program is established on the principles of fair and equitable business practices and social responsibility to the community we serve. Teamwork and commitment from each department is required to make our Supplier Diversity Program successful. There must be commitment to seek opportunities to form mutually profitable relationships with diverse suppliers. Our primary objectives are:
• Actively seeking businesses who are certified as MBE, WBE, DVBE , LGBT
• Inclusion of certified MBE, WBE, DVBE, LGBT in our procurement efforts.
• Supporting organizations that promotes or certify MBE, WBE, DVBE , LGBT Business Enterprises

- Provide a list of all documents in which the statement can be found (i.e. website, co. / group report, board charter, etc.):

Company web page, and intranet

- If the state is available online, provide link here:

<http://www.statefundca.com/Home/StaticIndex?id=http://content.statefundca.com//about/Supplier.asp>

If no, but will be creating one within the next 12 months, provide a timeline for when your co. / group expects the policy statement to be completed and any other details available at this time (i.e. policy language, policy creation team, etc.):

If no, please explain why:

2. Does your company / group have a supplier diversity program?

YES

A supplier diversity program is any formal plan and / or structure that has been setup specifically for the company / group to implement its supplier diversity policy statements.

If yes, provide an overview of the program:

Our Supplier Diversity Program is within State Fund 's Enterprise Procurement Department . It is our policy to

encourage and afford opportunities to diverse suppliers, while ensuring that it receives the highest quality products and services. Our Supplier Diversity Program is established on the principles of fair and equitable business practices and social responsibility to the community we serve. Inclusion of certified MBE, WBE, DVBE, LGBT in our procurement efforts.

If no, but will be creating one within the next 12 months, provide a timeline for when your company / group expects the program to begin and any other details available at this time (i.e. program plan, program director, etc.):

If no, please explain why:

3. Does your company / group conduct outreach specifically to diverse businesses? **YES**

If yes, respond to parts a, b, c, d, and e below.

- a. Share all company / group outreach and communication strategies and practices that are conducted specifically to diverse businesses. Specify what outreach is conducted specifically to California diverse businesses:

Attendance at regional conferences: (WBENC West), DVBE Alliance, DGS DVBE conference when offered during these event we attend match making sessions Attend AAA Financial Services Symposium (2014)

- b. Share any outreach and communication strategies and practices about supplier diversity conducted internally to company / group employees:

None in 2013 & 2014, our first internal event was in April 2015.

- c. Check below all outreach and communication practices in which your company / group engages:

EVENT – seminars, meet-and-greets, summits, etc.

- Host matchmaking
- Host supplier diversity events
- Internal Awards Program
- Participate in matchmaking
- Participate in supplier diversity events
- Sponsor matchmaking
- Sponsor supplier diversity events

Share the name of an event you attended / hosted that has best guided and / or influenced growth of your Supplier Diversity efforts:

NMSDC National Conference, WRMSDC, DVBE Alliance, WBENC National Conference

MEDIA – advertising, announcements, interviews, webinars, etc.

- Traditional media (newspaper, television commercial, etc.)
- Ethnic media outlets
- Social media; please specify:
- Trade publications

Share the name of a media group or outlet that has best guided and / or influenced growth of your Supplier Diversity efforts:

ORGANIZATIONS – membership, affiliation, sponsorship, etc.

- Member of a certification agency
- Member of ethnic chamber of commerce
- Member/affiliate of other organization, please specify:

NMSDC, WBENC

Share the name of an organization that has best guided and / or influenced growth of your Supplier Diversity efforts:

PROGRAMS – mentorship, training, locator, etc.

- Diverse supplier registration portal
- Manage and run a supplier diversity mentorship program (in-house)
- Participate in a supplier diversity mentorship program
- Subscriber to a supplier locator program (or 3rd party service that identifies diverse suppliers)
- Operate a website dedicated to a Supplier Diversity Program

<http://www.statefundca.com/Home/StaticIndex?id=http://content.statefundca.com//about/Supplier.asp>

- Technical assistance / training program for diverse suppliers

Share the name of a program that has best guided and / or influenced growth of your Supplier Diversity efforts:

d. Explain how, and to what extent, these strategies and practices have been successful in establishing relationships with diverse businesses:

Through the supplier diversity conferences we are able to connect with both California and National diverse suppliers, either through match maker sessions, networking events or business fairs. We are also able to build relationships with other Supplier Di

4. Does your co. / group require and/or encourage its primary suppliers to subcontract with diverse businesses? **NO**

If yes:

a. Do you track procurement spend with Tier 2 diverse suppliers? **NO**

b. Please explain:

We are currently working on our Tier 2 program.

5. Does your co. / group set internal targets or goals in regards to its supplier diversity statement and / or program? **YES**

If yes, please explain:

State Fund is committed to ensuring supplier diversity is integrated into our sourcing and procurement processes and increased opportunities for first- and second-tier certified diverse suppliers. We have annual performance goals around expanding our s

6. Describe in detail any updates, progress, and / or best practices established by your company / group in the two years since the 2013 Insurer Supplier Diversity Survey was administered; include any awards or recognition received for Supplier Diversity work:

Our supplier diversity is integrated into our sourcing and procurement processes . State Fund's Procurement staff are required to include at least 2 certified diverse suppliers, if qualified, in all our RFX.Since the launch of the supplier program in 2013, the department has recruited 33 certified diverse suppliers . We expanded the minority suppliers and

vendors providing services throughout the state on anything from computer repairs, legal services, safety, claims consulting, to janitorial and grounds keeping maintenance.

7. Additional Comments:

[Redacted]

8. Points of contact for the company's / group's supplier diversity operations for diverse business enterprises:

PRIMARY CONTACT

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