

Diversity Digest Est. 2011



Insurance Diversity Initiative

Diversity & Inclusion Advance Forward Together

Visit our Website



Email us at Diversity@insurance.ca.gov about any events or updates you'd like to share with the Initiative and our stakeholders!

Deadline for submissions is the 15th of every month.



**NATIONAL
DISABILITY
EMPLOYMENT
AWARENESS
MONTH**

**October - In Celebration of National
Disability Employment Awareness
Month**

What's New



7th Annual Insurance Diversity Summit | The California Endowment | Los Angeles, CA
(Pictured L-R) Insurance Diversity Task Force | Chair Salvador Peinado, Jr., Sr. Supplier Diversity & Risk Consultant - CSAA Insurance Group; Linda Akutagawa, President & CEO - Leadership Education for Asian Pacifics, Inc.; Mark Morales, Vice President SBA - City National Bank; Vice Chair Pat Fong Kushida, President & CEO - California Asian Pacific Chamber of Commerce; Insurance Commissioner Dave Jones, California Department of Insurance; Randolph Sinnott, President & Attorney - Sinnott, Puebla, Campagne & Curet, APLC; Dawn Marchand, President & CEO - Hellenistic

7th ANNUAL INSURANCE DIVERSITY SUMMIT

Monday, October 1, 2018 - California Endowment - Los Angeles, CA

National figures show increase in insurers' procurement from diverse suppliers

Results released from 3rd national insurance diversity survey

SACRAMENTO, Calif. — On Monday, October 1st, California Insurance Commissioner Dave Jones announced the results of the national [Multistate Insurance Diversity Survey \(MIDS\)](#), which tracks supplier and governing board diversity in the insurance industry. Insurance commissioners from five states—California, the District of Columbia, New York, Oregon, and Washington – joined together in a multistate effort to collect information from nearly 800 of the nation's top insurance companies that collectively, account for nearly 70 percent (\$1.27 trillion) of the nation's \$1.84 trillion insurance market.

The [MIDS Initiative was established in 2016](#) to understand the state of supplier and governing board diversity within the nation's insurance industry. By promoting transparency, these efforts aim to encourage economic opportunities and increased procurement from the nation's diverse suppliers. MIDS originates from the California Department of Insurance's [Insurance Diversity Initiative](#), which was established by Insurance Commissioner Dave Jones in 2011 with the same goals. MIDS continues to build on the initiative by looking at diversity issues across the nation's insurance industry. Independent research also indicates that companies with greater governing board diversity perform better financially, providing a strong incentive for insurers to diversify their governance and suppliers.

"California's Insurance Diversity Initiative was established to open the doors of economic opportunity and encourage increased procurement from our state's diverse businesses, while also giving insurers the chance to see better prices and more innovative products from potential suppliers, as a larger supplier pool means increased competition for contracts," said Commissioner Jones. "We have seen great progress in California, and it is heartening to see this upward trajectory in diverse spend also reflected at the national level since we began working with my colleagues in five other states to implement the first national insurance diversity survey in 2016. Minority-, women-, LGBT-, veteran- and disabled veteran-owned businesses are an integral part of our national economy and they deserve the opportunity to compete fairly for business. I urge more insurers to increase their efforts in doing business with diverse suppliers, and I commend those insurers who continue to be champions in industry by proactively implementing strategies to diversify their boards and expand their outreach to our nation's talented pool of diverse businesses."

Results of the MIDS were released Monday, October 1st at the 7th Annual Insurance Diversity Summit, found that in 2017, insurance companies spent more than \$8.9 billion with diverse suppliers across the nation, marking a 15.6 percent increase since the survey data was first collected in 2015. The survey also revealed that in California, insurance companies spent nearly \$1.8 billion with diverse suppliers -- more than in any other state – representing a 12.5 percent increase from last year. In Oregon, total diverse spend increased by 33 percent at \$96.7 million since 2016. Washington experienced a sizeable 33 percent gain in the amount of money insurers spent with Women Business Enterprises at \$44.3 million, while New York saw an all-time high in diverse spend for the Multi-Certified Business Enterprise category at \$31 million. And finally, the District of Columbia showed significant gains in diverse spend among LGBT businesses with a 68.4 percent increase that topped \$800,000. The multistate effort and survey are meant to increase awareness of business opportunities for diverse suppliers and provide for increased competition for insurer contracts that will help fuel economic growth and job creation.

While supplier diversity has continued to experience significant growth, governing board diversity remains a challenge. For 2017, MIDS results indicated that of the nearly 800 responding insurance companies, 15.4 percent reported zero women; 36.1 percent reported zero ethnic minorities, and 12.4 percent reported having zero diversity on their governing boards. In particular, women continue to be disproportionately underrepresented on insurer governing boards, occupying only 21 percent of a total of 2,615 board seats that were reported.

"The MIDS results on governing board diversity demonstrate the need for greater progress and it needs to start with a commitment at the top of the companies," added Jones. "This is why [I have written to California insurance companies](#) that lack governing board diversity in order to offer them governing board diversity tools and resources so that they may take action on this important issue. Independent studies by [McKinsey](#) and others demonstrate that companies with more diverse governing boards have higher returns on investment and perform better."

In addition to the national data collected, each partner state involved in the multistate effort continues to strengthen their own understanding of the extent to which insurers are contracting or procuring goods and services from their respective state's diverse businesses.

Since Commissioner Jones launched the statewide Insurance Diversity Initiative, California has seen a steady increase in the insurance industry in their procurement spend with diverse businesses. This

year, California's insurers reported a diverse spend of 10.3 percent of overall total procurement, an increase from the 8.6 percent in diverse spend reported last year. The survey, annual diversity summit, and business matchmaking forum hosted by the department continue to build a platform that brings insurers together with diverse suppliers and provides a forum for meaningful discussions on how to promote diversity and economic opportunity.

CONGRATULATIONS TO ALL OF OUR 2018 INSURANCE DIVERSITY AWARD WINNERS!

Monday, October 1, 2018 - California Endowment - Los Angeles, CA

Insurance Commissioner's Award for Excellence in Diversity
Metropolitan Life Insurance Company

Supplier Diversity Champion
SilverScript Insurance Company

Governing Board Diversity Champion
Principal Financial Group

Insurance Diversity Trailblazer
Mark Morales

Emerging Leader in Supplier Diversity
Centene Corporation/Health Net



7th Annual Insurance Diversity Summit | The California Endowment | Los Angeles, CA

(Pictured L-R) Todd Meek, President - SilverScript Insurance Company; Raul Suarez-Rodriguez, Supplier Diversity Manager - CVS Health; Mark Morales, President Emeritus - Los Angeles Gay & Lesbian Chamber of Commerce; Kerry Gumm, HR Strategy & Enterprise Change Management Director - Principal Financial Group; Insurance Commissioner Dave Jones, California Department of Insurance; Marcella Manjarrez Hawn, Sr. VP & Chief Communications Officer - Centene Corp/Health Net; Wade Rakes, Chief Diversity & Officer - Centene Corp/Health Net; Pauline Gebon, Global Head of Supplier Inclusion and Development - MetLife; and, Michael Hickey, Assistant Vice President - MetLife.

RESOURCE EXHIBITORS

Monday, October 1, 2018 - California Endowment - Los Angeles, CA

The Resource Expo was designed to provide attendees additional networking and resource gathering opportunities to further diversify efforts in the insurance industry. Organizations and businesses selected to showcase their services and/or programs include Insurers, Diverse Suppliers, government agencies, and other insurance diversity stakeholders.



7th Annual Insurance Diversity Summit | The California Endowment | Los Angeles, CA
(Pictured) Danetta Jackson, Small Business Outreach Program Manager - Department of General Services shares information during Resource Expo.

AFTERNOON NETWORKING RECEPTION

Monday, October 1, 2018 - California Endowment - Los Angeles, CA



7th Annual Insurance Diversity Summit | The California Endowment | Los Angeles, CA
(Pictured L-R) Pauline Gebon, Global Head of Supplier Inclusion and Development - MetLife; Rainey Alben, President & CEO - Pacific Southwest MSDC (Silver Sponsor); David Loftus, CEO - Voice Technology Solutions; Ellen Freitas, Asst. MBE Services Manager - Pacific Southwest MSDC (Silver Sponsor); Sally Kim Westlake, Associate Insurance Compliance Officer - California Department of Insurance; and, Linda Gottschalk, Global Sales Leader - Voice Technology Solutions.



7th Annual Insurance Diversity Summit | The California Endowment | Los Angeles, CA
(Pictured L-R) Geoffrey Colgan, Managing Director - Attadale Partners LLC (Gold Sponsor); Amorette Yang, CDI Deputy Commissioner - Community Programs & Policy Initiatives; and, KellyAnn Colgan, President - Attadale Partners LLC (Gold Sponsor).

THANK YOU TO ALL OF OUR SPONSORS
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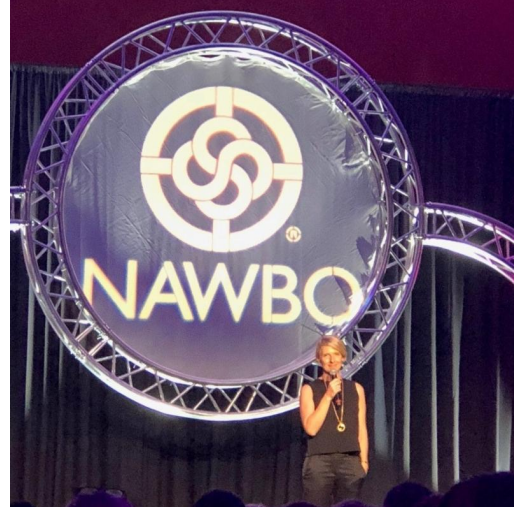




7th Annual Insurance Diversity Summit | The California Endowment | Los Angeles, CA
(Pictured L-R) Jonathan Lovitz, Sr. Vice President - National LGBT Chamber of Commerce (Gold Sponsor); Marquita Thomas, Executive Director - Los Angeles Gay & Lesbian Chamber of Commerce (Silver Sponsor); Raul Suarez-Rodriguez, Supplier Diversity Manager - CVS Health; and, Sabrina Kent, Chief of Staff - National LGBT Chamber of Commerce (Gold Sponsor).

2018 NATIONAL WOMEN'S BUSINESS CONFERENCE - NAWBO Highlights | Spokane, WA

This year's theme was "Work Well, Live Well." As women entrepreneurs, our lives are a journey, never a destination. We run successful businesses and households, give back to our communities, advocate for causes we care most about and nurture other life passions. We are constantly focusing, refocusing, pushing, pausing, inventing, reinventing, stretching and balancing—and growing every step of the way along the many paths we take. NAWBO community embraced this exciting journey together to "work well, live well"!



2018 National Women's Business Conference | Hosted by NAWBO - Spokane, WA
(Pictured L-R) Rebecca Ball, Insurance Diversity Initiative Coordinator - California Department of Insurance; and, Elizabeth Gilbert, Keynote Speaker - Author of *Eat, Pray, Love*.

CALIFORNIA WILL REQUIRE WOMEN ON CORPORATE BOARDS UNDER BILL SIGNED BY BROWN

By Rebecca Aydin, Business Reporting Intern
San Francisco Chronicle & SFGATE

(Originally published September 30, 2018)

California became the first state in the country to require that women be included on companies' boards of directors, as Gov. Jerry Brown literally sent a message to Washington on Sunday in signing legislation that corporate associations opposed as unconstitutional.

Brown signed [SB826](#) into law after it passed the Assembly and the Senate last month. The bill mandates that all publicly traded California companies have at least one woman on their boards by the end of 2019.

The requirement ramps up in 2021: Five-member boards will be expected to have two female members, and boards with six or more members will be expected to have three.

[In a signing statement, Brown acknowledged](#) that "serious legal objections have been raised" about the bill. "I don't minimize the potential flaw that indeed may prove fatal to its ultimate implementation."

However, Brown added, "recent events in Washington, D.C. — and beyond — make it crystal clear that many are not getting the message. ... Given all the special privileges that corporations have enjoyed for so long, it's high time corporate boards include the people who constitute more than half of all 'persons' in America."

Brown CC'ed his signing message to the Senate Judiciary Committee, which last week heard Palo Alto University psychology Professor Christine Blasey Ford accuse Supreme Court nominee Brett Kavanaugh of trying to rape her when they were teenagers, along with Kavanaugh's angry denial.

Democratic Sen. Connie Leyva of Chino, a co-author of the bill, said, "We know that when boards are diverse and women's voices are heard, it's better for the whole workforce." She said the bill sends "a big message to women that we value them, we respect them here in California."

Co-author Sen. Hannah-Beth Jackson, D-Santa Barbara, added, "Yet another glass ceiling is shattered, and women will finally have a seat at the table in corporate boardrooms."

The bill cited studies by [MSCI](#), [Credit Suisse](#) and [UC Berkeley](#) that found that companies with women on their boards have greater earnings per share, return on equity and transparency.

As of late August, women held just 546, or 15.8 percent, of the 3,445 seats on boards of directors at the 467 publicly traded California companies in the Russell 300 index, according to Bloomberg.

SB826 applies to companies whose main offices are in California, and also foreign companies whose U.S. headquarters are in the state.

It may leave some companies scrambling to find female board members. Opponents include the

California Chamber of Commerce, the California Restaurant Association and the California Ambulance Association.

Read more from the [San Francisco Chronicle](#)



**Rebecca Aydin, Business Reporting Intern
San Francisco Chronicle & SFGATE**

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San Francisco Chronicle, the largest newspaper in Northern California, was founded in 1865 by Charles and Michael de Young and has been awarded six Pulitzer Prizes for journalistic excellence.

FAITH OF THE MUSTARD SEED

by Debi Wilson



OCTOBER IS NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

Faith of the Mustard Seed

By Debi Wilson, Columnist

Multiple Sclerosis News Today

[\(Originally published October 8, 2018\)](#)

Everything can be more challenging when you have a disability, and being part of the workforce can add even more challenges. The month of October is National Disability Employment Awareness Month (NDEAM), and according to [the U.S. Department of Labor's website](#), this year's theme is "America's Workforce: Empowering All."

Each October for the past 70 years, NDEAM has celebrated "the contributions of workers with disabilities and [it] educates about the value of the workforce inclusive of their skills and talents." Bringing awareness to the value and accomplishments of those with disabilities in the workforce is paramount. And not just for the employee, but also for employers and the community as a whole.

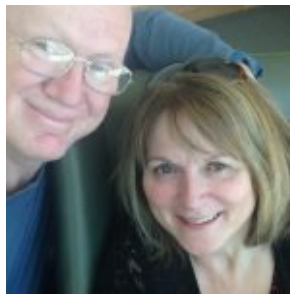
On the Labor Department's website, the Office Of Disability Employment Policy shares [resources](#) to help organizations and businesses prepare for NDEAM celebrations.

Current statistics show an increase in people with disabilities entering the workforce. According to [the U.S. Bureau Of Labor Statistics](#): "In 2017, 18.7 percent of persons with a disability were employed." For those without a disability, the [employment-population ratio](#) was 65.7 percent. These statistics show an employment increase from 2016 to 2017 in those with and without a disability. This information emphasizes the desire for those with disabilities to find employment, and it shows that they are hireable.

I am a worker with a disability who works from home, and I am thankful every day that I have an employer who sees my value. This position allows me the opportunity to follow my passions of writing and helping others. The sense of empowerment I get by being able to contribute despite my disability is priceless. Through my work, I am joined by many others with disabilities who also contribute and share their expertise and commitment. Having a disability does not hold any of us back from our mission of helping to inform, share, and educate.

People with disabilities have dreams and aspirations like everyone else. We should be given the same opportunities as others, and be judged only on our merits and not on factors that are outside of our control. I hope that NDEAM's awareness program will continue to highlight the value and worth of those with disabilities.

What are your thoughts or experiences on being disabled in the workplace? Would you hire someone with a disability? Would you disclose that you had a disability in an interview? There is so much to discuss and share on this topic. Please join us in the [Multiple Sclerosis News Today forums](#). The sharing of information is a powerful tool, and by sharing you can make a difference in someone's life.



**Debi Wilson, Columnist
Faith of the Mustard Seed
Multiple Sclerosis News Today**

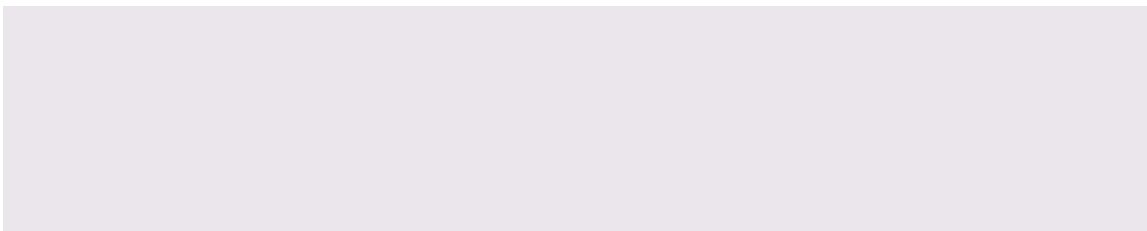
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Debi is a retired Admissions and Marketing Director and currently resides in the Pacific Northwest. She is the mother of three grown children and has four grandchildren. She was diagnosed with PPMS in 2010. She hopes to help and inspire others that are also dealing with MS.

Multiple Sclerosis is an increasingly prevalent disease in the U.S. today, with at least 300,000 diagnosed with one of its four forms. It is estimated that the patient population could be as large as 400,000 in the U.S., due to the fact that diagnoses of the disease are not well-documented by the CDC and other public health monitors. [Multiple Sclerosis News Today](#) is the only online digital publication that seeks to cover the entirety of multiple sclerosis-related science and research news in a 24-hour news cycle format for MS patients and their families. Our team of editorial staff is composed of scientists, researchers, nurses, and journalists — all of whom are committed to sourcing the latest [MS news](#) and presenting it in such a way that patients can stay informed about the newest scientific breakthroughs, therapies, and treatment options for living with the disease.

No other science or research-related publication on the web is producing news on a daily basis for multiple sclerosis patients. Multiple Sclerosis News Today seeks to fill an unmet need in healthcare news journalism by providing patients and their families with a reliable news journal on MS that they can engage with on a daily basis for the latest news and [MS resources](#).

Reminders





Do You Have an Insurance Supplier Diversity Success Story? We Want to Hear from You!

Take 1-2 minutes to fill out our [Diversity Success Story Survey](#) or contact us directly at diversity@insurance.ca.gov.

Diversity Events Calendar: October 2018

California Asian Pacific Chamber of Commerce
(CAPCC) - DBE Conference
October 10, 2018
Sacramento, CA

National Minority Supplier Development Council
(NMSDC) - 2018 NMSDC Conference and
Business Opportunity Exchange
October 14-17, 2018
Austin, TX

California Asian Pacific Chamber of Commerce
(CAPCC) - How to Do Business in the Pacific
Rim
October 12, 2018
San Francisco, CA

To submit a request for your Supplier Diversity or Governing Board Diversity-related event be added or to view upcoming events, please visit our [Diversity Events Calendar](#).

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The Insurance Diversity Initiative was established by Insurance Commissioner Dave Jones in 2011 to address diversity issues within California's \$310 billion insurance industry. Specifically, these efforts are meant to increase procurement from California's diverse suppliers, as well as to increase diversity amongst insurer governing boards. To accomplish these goals, the Department conducts outreach, creates partnerships, hosts events, and most importantly, administers surveys to collect and publicly disseminate information about the state of diversity in the insurance industry.

INSURANCE DIVERSITY INITIATIVE
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