

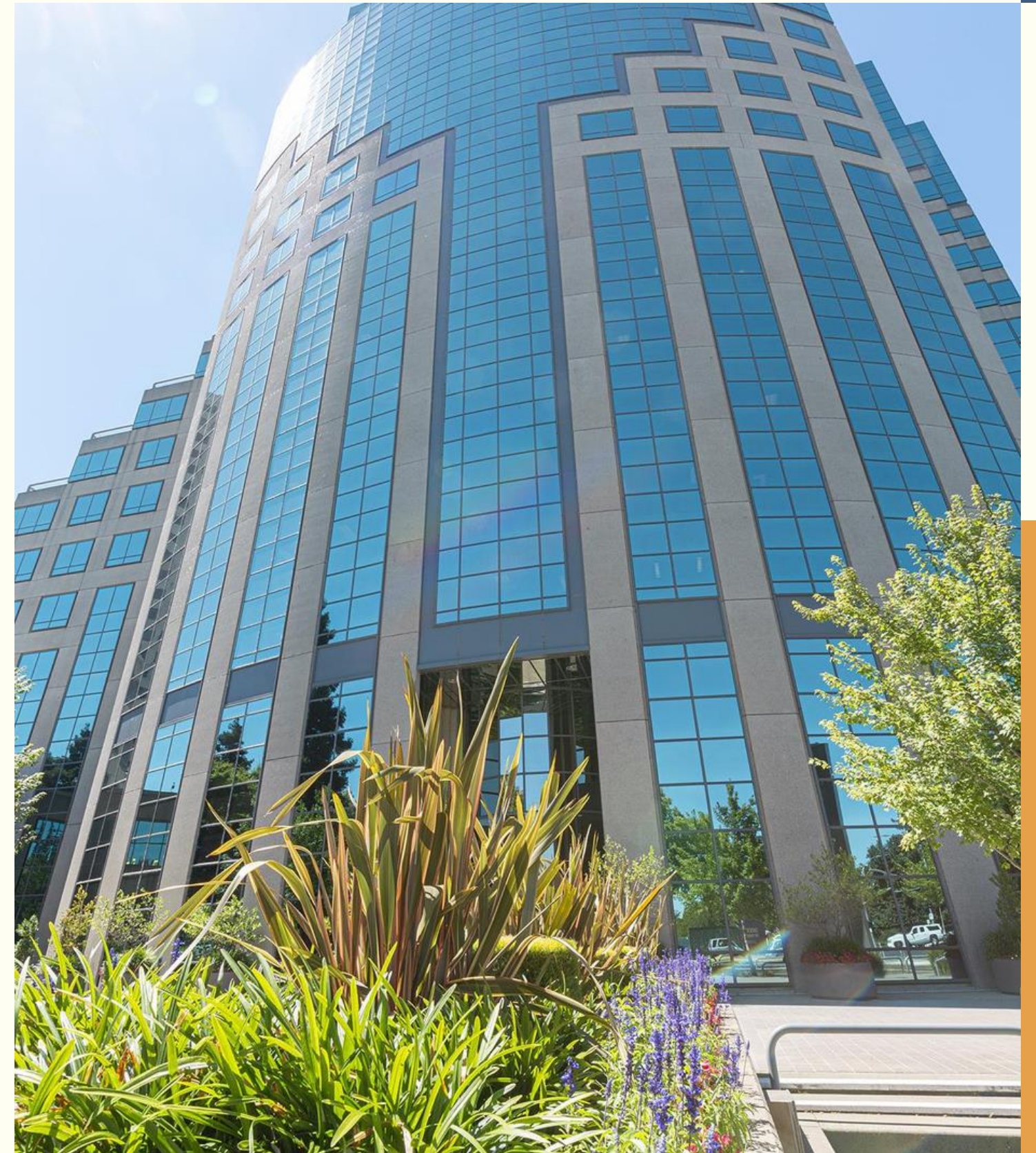


RICARDO LARA
INSURANCE COMMISSIONER
California Department of Insurance

THE INSURANCE DIVERSITY INITIATIVE

Chandara Phanachone
Director - Insurance Diversity Initiative

www.insurance.ca.gov/diversity



ABOUT THE INITIATIVE

The nationally-recognized **Insurance Diversity Initiative** is committed to spearheading policies and programs to advance supplier and board diversity within California's insurance industry for women, LGBTQ+ people, veterans, disabled veterans, people with disabilities, and people from historically underrepresented communities.



PILLARS OF OUR STRATEGIC PLAN



EDUCATION & AWARENESS

Increase Awareness of Leading Practices & Impact of the Diversity Initiative and Insurance Diversity Task Force through Education and Advocacy



COMMUNITY ENGAGEMENT

Deepen Engagement with Insurance Industry and Community Stakeholders



ACCESS TO OPPORTUNITIES

Connect Diverse Business Leaders to Opportunities within the Insurance Industry



RECOGNITION & ACCOUNTABILITY

Create Opportunities to Recognize Champions and Increase Transparency in the Insurance Industry

PUBLIC POLICY MILESTONES

1

2011/12 - AB 53 (SOLORIO)

- Creation of the Initiative led by Insurance Commissioner
- AB 53 (Solorio) mandates supplier diversity reporting from insurance companies, 2012-2019

2

2019/20 - CALIFORNIA INSURANCE DIVERSITY SURVEY (SB 534)

- Law mandates insurance companies' (with CA premiums of \$100M+) reporting on their board and supplier diversity data, indefinitely
 - Supplier diversity reporting expands to include LGBT & Veterans
- Codifies Insurance Diversity Task Force

3

2021/22 - SB 655 (BRADFORD)

- Law expands reporting on board governance disclosures
- Lowers existing California premium reporting threshold (from \$100M to \$75M) for insurance companies' reporting their board and supplier diversity data.

4

2023/24 - ASSEMBLY BILL 1140 (INSURANCE OMNIBUS)

- AB 1140 expands CA Insurance Code to include 'persons with disabilities'
 - Supplier & board diversity reporting and Inclusion of 'Persons with Disabilities' on Task Force

KEY TAKEAWAYS

\$3.1B

Total amount insurance companies spent with **diverse business enterprises** in California (2021)

386

Respondents to the 2022 CAIDS, with collective premiums capturing **94%** of the CA insurance market

10.9%

*Proportion of Diverse Spend of Total Procurement (2021)

DATA TRANSPARENCY FUELS POLICIES

- Change starts with data transparency. We can't measure what we don't track.

LEVERAGE STRATEGIC ENGAGEMENTS

- Executive & Statewide Sponsorship
- Trades, NASDAQ, EY Center for Board Matters, Alliance for Board Diversity, National Association for Insurance Commissioners, CA Coalition

SET THE PACE FOR EXCELLENCE

- Insurance Diversity Index benchmarks progress on board diversity, supplier diversity & CA impact investments

THANK YOU - ANY QUESTIONS?



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