



C A L I F O R N I A
R A I N B O W C H A M B E R

EMPOWERING DIVERSITY
FUELING SUCCESS

May
Hospital Supplier Diversity Commission (HSDC)
Public Meeting
May 14, 2025



About the California LGBTQ Chamber of Commerce

- The California LGBTQ Chamber of Commerce is a statewide business association dedicated to fostering LGBTQ economic development, inclusion, and success.
- Statewide voice for 300,000+ LGBTQ-owned businesses
- Advocate, educator, and connector
- Events, programming, and policy work designed to elevate LGBTQ small businesses





Certification Support, Not Certification Issuance



We help LGBTQ businesses pursue certifications including:

- NGLCC LGBT Business Enterprise (**LGBTBE®**)
- Supplier Clearinghouse
- Small Business Enterprise (**SBE**)
- Disadvantaged Business Enterprise (**DBE**)
- Disabled Veteran Business Enterprise (**DVBE**)

Services include: application prep, business readiness coaching, and direct access to procurement channels



How We Help – Opening Doors for LGBTQ+ Businesses

Represent LGBTQ small businesses on:

- **CA Dept. of Insurance Diversity Task Force**
- **Caltrans District 11 Small Business Council**
- **State Small Business Employer Advisory Committee (EDD)**
- **Sacramento Public Agency Consortium**
- **DGS – Office of Small Business & DVBE Services**

Only LGBTQ org in the SCALE capital readiness program

Partner with the **LA Sports & Entertainment Commission** to connect LGBTBEs with:

- **FIFA World Cup, NBA All-Star Game, Super Bowl LXI, LA28 Olympics**





LGBTBE Impact – California Leading the Way



- 📌 Nearly **1 in 5** certified LGBTBEs in the U.S. are based in **California**
- 📌 68 new certifications due to strategic outreach
- 📌 LGBTQ businesses are in active contract negotiations due to intentional matchmaking supplier diversity events

What Certification Involves

51% LGBTQ-Owned & Controlled





The Legislative Framework for LGBTQ Inclusion



Mya Dobson
Founding Member
Guardian Insurance



Porsche Taylor
Founding Member
Polaris Slingshot

AB 1678 (2014): Mandated inclusion of LGBTBEs in CPUC's GO 156

DOI Regulation (2017): Brought LGBTQ inclusion to the insurance sector through the California Department of Insurance's expanded supplier diversity survey

HCAI Supplier Diversity Program (CA Health & Safety Code §1339.85): Hospitals must now report procurement with LGBTBEs as part of their annual supplier diversity reporting

These policies provide legal backing and legitimacy to LGBTQ economic participation

What We've Seen Work

- Clear goals and voluntary procurement benchmarks (e.g. 1.5% LGBTBE target)
- Transparent reporting & public accountability
- Cross-sector collaboration among chambers, primes, and agencies
- Investment in capacity-building, mentorship, and capital readiness



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Slide Title: Barriers to Greater LGBTBE Inclusion



Under-resourced supplier diversity teams

Many hospital and corporate procurement teams lack dedicated, trained staff focused on diverse supplier engagement



Lack of funding for community-based organizations (CBOs)

CBOs like ours are doing the heavy lifting in outreach and TA—but we often operate without the funding that drives impact at scale



High insurance requirements

Contract insurance standards often exceed what small businesses can afford



Delayed payment cycles

Small businesses can't wait 90+ days to get paid—they need faster payment terms to remain viable



Lack of transparency in RFPs

Without clear guidance, timelines, and outreach, LGBTQ businesses are too often unaware of or unprepared for bidding opportunities



Call to Action:

Addressing these barriers isn't just equitable—it's strategic. Together, we can build supplier pipelines that are stronger, more inclusive, and better aligned with California's diversity goals.



Connecting Businesses to Opportunity

- Partner with corporate ERGs (e.g. Sony Pictures) to help businesses connect with buyers
- Host educational programs and matchmaking events
- Help turn certification into **contract opportunity**



Let's Build the Future Together

LGBTQ businesses are ready to grow
and lead

We are your partner in building an
inclusive supply chain





Thank you!
We are excited to
explore next steps with
HCAI

Marquita Thomas
Founding President & CEO
California LGBTQ Chamber of Commerce
Marquita@calrainbowchamber.org

Calrainbowchamber.org
(323) 251-1268



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