



2020 CALIFORNIA INSURANCE DIVERSITY SURVEY NARRATIVES (SURVEY COPY)

California Department of Insurance – Insurance Diversity Initiative



www.insurance.ca.gov/diversity



CA.IDS@insurance.ca.gov

IMPORTANT: Final survey responses should be submitted online via the **CAIDS Insurer Portal** by the primary and/or secondary company contacts on file with the Department of Insurance.

PART 1: NARRATIVE - GOVERNING BOARD DIVERSITY

Important: Insurers must provide mandatory disclosures to each board member, prior to, or concurrently with, the survey. Disclosures to board members must notify the board member that the board member's decision to disclose their demographic information is voluntary, that no adverse action may be taken against the board member or the insurer if the board member declines to participate in the survey, and that the aggregate data collected for each demographic category will be reported.

1. Provide the name of the company with the public, U.S.-based Board of Directors that represents the ultimate controlling party of the insurance group: _____

2. How many people:
 - a) Serve on this Board of Directors? _____
 - b) Of those in “a”, how many identify as:
 - i. Women _____
 - ii. Men _____
 - iii. Nonbinary _____
 - c) Of those in “a),” how many are/publicly identify as:
 - i. Disabled Veteran(s)? _____
 - ii. LGBT (Lesbian, Gay, Bisexual, and/or Transgender)? _____
 - iii. Veteran(s)? _____
 - d) Of those in “a),” how many identify as:
 - i. American Indian? _____
 - ii. African American? _____
 - iii. Asian Pacific Islander? _____
 - iv. Hispanic / Latino? _____
 - v. Multi-Ethnic? _____
 - vi. Caucasian? _____
 - vii. Other; specify: _____



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3. Of the board members in Question 2 sections B, C, and D, who identified as Women, Disabled Veteran, Veteran, LGBT, or non-Caucasian, how many:

a) Currently serve as an officer of the corporation? ____

Check all positions currently held by these board members below:

- Chief Executive Officer (CEO)
- Chief Financial Officer (CFO)
- Chief Operations Officer (COO)
- Chairperson of the Board
- President

- Secretary
- Treasurer
- Director
- Other; please specify: _____

b) Currently serve as the chair on one of the board committees? ____

i. Check all committees currently chaired by these board members below:

- Audit
- Compensation
- Finance
- Nominating & Corporate Governance
- Regulator, Compliance, & Governing Affairs
- Other; please specify: _____

4. Do governing board members serve under term limits?

- No Yes

If **no**, provide the average number of years served by the current governing board: ____

If **yes**, provide:

- Number of years per term: _____ year(s)
- Maximum number of terms a member may serve on this board: _____ term(s)

5. Does the charter or governance guidelines of the governing board and / or any of its committees include the goal of increasing and / or improving diversity on the company's governing board?

- No Yes

A governing board diversity policy statement is any language that refers to a company / group's policies specifically in regards to governing board diversity, with the goal of increasing governing diversity on the respective company / group's board; this is not a general diversity statement of a company / group.



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If yes, indicate where this language can be found and share below the language of the governing board diversity policy statement: _____

6. When assessing prospective board members, is diversity one of the attributes used within the formal evaluation criteria by the nominating committee and by the board?

No Yes

If yes, is a benchmark percentage of diverse candidates set to be considered or interviewed for open board member positions?

If yes, what is the benchmark percentage used? (Example: enter 50% as 50)

7. Were there any new board member vacancies in the past 3 years?

No Yes

If yes,

What percentage of candidates considered were diverse? (Example: enter 50% as 50)

What percentage of candidates interviewed were diverse? (Example: enter 50% as 50)

8. Does your company actively engage in outreach efforts to diversify your board? This can include outreach efforts that are ongoing or intermittent as vacancies arise.

No Yes

If yes:

- a) Check all outreach and communication practices in which your company engages below:

EVENTS – seminars, meet-and-greets, trainings, etc.

Attend meet-and-greets to scout potential members

Host seminar on how to get on corporate boards

Share the name of an event you attended / hosted that has best guided and / or influenced growth of your governing board diversity efforts: _____

MEDIA – advertising, announcements, interviews, etc.

Traditional media (newspaper, television commercial, etc.)

Ethnic media outlets

Letters to diverse organizations, chambers of commerce, etc.

Recruitment brochures

Social media; please specify: _____



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Trade publications

Share the name of a media group or outlet that has best guided and / or influenced growth of your governing board diversity efforts: _____

ORGANIZATIONS – membership, affiliation, sponsorship, etc.

Member of ethnic chamber of commerce

Member/affiliate of other organization, please specify: _____

Share the name of an organization that has best guided and / or influenced growth of your governing board diversity efforts: _____

PROGRAMS & RESOURCES – search firms, mentorship, training, locator, etc.

Assemble internal board development team

Manage and run a governing board diversity mentorship program (in-house)

Participate in a governing board diversity mentorship program

Operate a website dedicated to governing board diversity efforts

Provide link here: _____

Retain executive search firm(s) specializing in placing diverse candidates

Technical assistance / training program for diverse candidates

Share the name of a program(s) or resource(s) checked above that has best guided and / or influenced growth of your governing board diversity efforts:

OTHER, please specify: _____

b) Explain how, and to what extent, these strategies and practices have been successful in establishing relationships with diverse candidates for board positions:

9. Additional Comments: _____

PART 2: NARRATIVE – INSURER SUPPLIER DIVERSITY

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

Yes

No

No, but will be creating one within the next 12 months



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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:

- Provide a list of all documents in which the statement can be found (i.e. website, company / group report, board charter, etc.): _____
- *If the statement is available online*, provide link here: _____

If no, explain why: _____

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

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

- Yes
 No
 No, creating one in 12 months

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: _____

- If the program has a designated webpage, please provide the link here: _____

If no, please explain why: _____

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.): _____

3. Does your company / group conduct outreach specifically to diverse businesses? No Yes



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

- a. Share all company / group outreach and communication strategies and practices that are conducted specifically to diverse businesses: _____
- b. Share any outreach and communication strategies and practices about supplier diversity conducted internally to company / group employees: _____
- c. Check below all outreach and communication practices in which your company / group engages:

EVENTS – 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
- None

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

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

- Traditional media (newspaper, television commercial, etc.)
- Ethnic media outlets
- Social media; please specify: _____
- Trade publications
- None

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: _____
- None



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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 member
- Manage and run a supplier diversity mentorship program (in-house)
- Participate in a diversity mentorship program
- Subscription to supplier locator or 3rd party service that identifies supplier diversity
- Operate a website dedicated to supplier diversity

Provide link here: _____

- Technical assistance / training program for diverse suppliers
- None

Share the name of a program that has best guided and / or influenced growth of your supplier diversity efforts: _____

OTHER, please specify: _____

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

4. Does your company / group require and/or encourage its primary suppliers to subcontract with diverse businesses? No Yes

If yes:

- a. Do you track procurement spend with Tier 2 diverse suppliers? Yes No
- b. Explain: _____

5. Does your company / group set internal targets or goals in regards to its supplier diversity statement and / or program? No Yes

If yes, explain: _____

6. Describe in detail any updates, progress, and / or best practices established by your company / group with regards to supplier diversity; include any awards or recognition received for supplier diversity work: _____

7. Additional Comments: _____



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8. Provide the most accurate and direct information for the primary, secondary, and general points of contact for your company / group's supplier diversity operations for interested diverse business enterprises:

Primary – Name, Title, Phone Number, Email, Physical Address

Secondary – Name, Title, Phone Number, Email, Physical Address

General (optional) – Name, Title, Phone Number, Email, Physical Address

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