

2026 STATE OF SUPPLIER DIVERSITY

IN CALIFORNIA'S INSURANCE INDUSTRY

ABOUT THE CALIFORNIA INSURANCE DIVERSITY SURVEY

California is home to the nation's largest insurance market, with insurers collecting upwards of \$400 billion in annual premiums. The California Insurance Diversity Survey (CAIDS), administered biennially pursuant to California Insurance Code section 927 et seq., collects information from CA admitted insurers with \$75 million or more in annual CA direct written premiums. The survey collects data about insurance companies' policies and practices related to board and supplier diversity, and spending with California's diverse businesses. The 2026 CAIDS includes reporting years 2024 and 2025.



393
COMPANIES

Number of
Insurance
Companies



96%

Market Share of CA
Direct Written Premiums



\$219B

Volume of Premiums
Collected

Source: 2025 Reporting Year of 2026 CAIDS

SUPPLIER DIVERSITY AT A GLANCE

\$20.6B

Total California
Procurement
Spend

\$2.5B

Amount Spent with
CA Diverse
Suppliers

4,320

Number of Diverse
Suppliers in 2025

WHY THIS MATTERS

Supplier diversity produces a ripple effect across California's economy. CDI's 2024 Economic Impact Report found that each dollar insurers spent with California diverse businesses generated more than two times in economic benefits, contributing a combined \$6.7B impact to the state's economy, supporting jobs, income, and tax revenue.

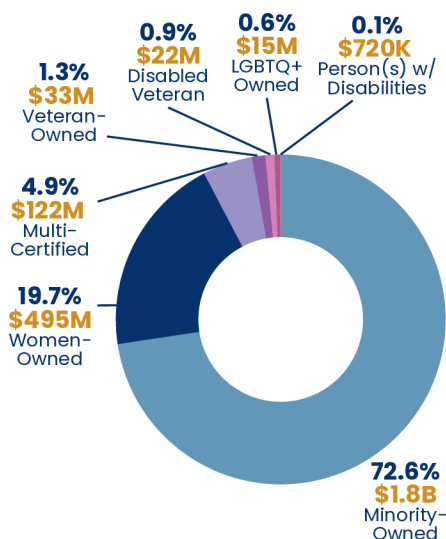
Source: 2024 Economic Impact Report

WHERE DIVERSE PROCUREMENT DOLLARS GO

In 2025, insurance companies reported spending a total of **\$2.5B** with California diverse businesses.

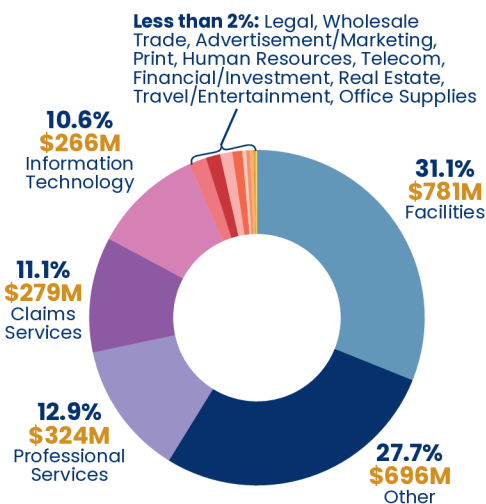
Diverse Spend by Type of Diverse Business Enterprise

Minority-owned businesses accounted for the largest share of the \$2.5B in diverse spend, followed by women-owned businesses.



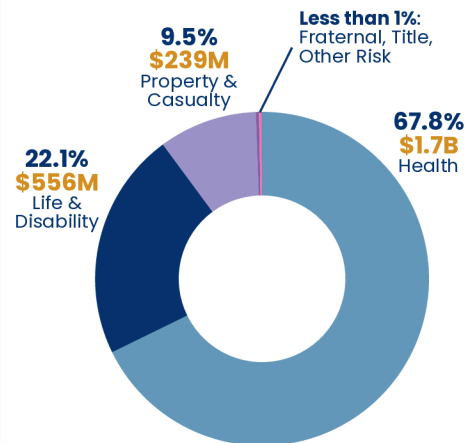
Diverse Spend by Business Category

By spend category, 'Facilities' accounted for the largest share of the \$2.5B in diverse spend, followed by 'Other' and 'Professional Services.'



Diverse Spend by Insurance Line of Business

Health insurance lines of business made up the largest share of the \$2.5B in diverse spend, followed by Life and Disability.*



*For group respondents, the most common insurance line of business among companies in the group was used for the the purpose of this analysis.

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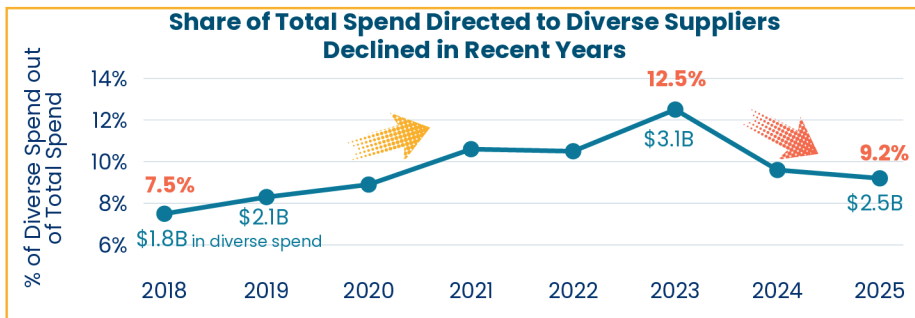
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DIVERSE SPEND OVER TIME

Since 2018, the share of spending directed to diverse businesses rose, then declined. Reported diverse spending remains above 2018 levels, but declines in 2024 and 2025 show that maintaining progress requires continued attention and intention among insurance companies.

Note: Percentages are included for respondents that reported both total and diverse spending.



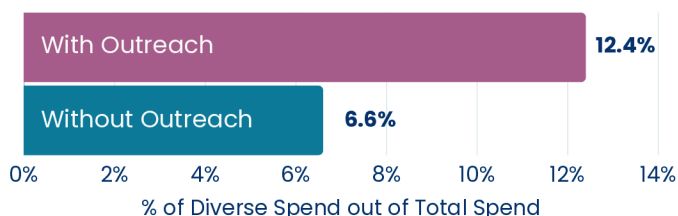
OUTREACH STILL MATTERS: PUTTING POLICIES INTO ACTION

Outreach to diverse businesses puts supplier diversity policies into action by helping insurance companies identify, connect with, and prepare diverse businesses for contracting opportunities. In 2025, insurance company respondents report fewer policies and practices aimed at expanding contracting opportunities with diverse businesses. **The Upside:** Our research indicates that outreach is still impactful, increasing spending with diverse businesses.

Moving from Intentions to Outcomes

Insurance companies that conduct **outreach** direct a **greater share of total spend to diverse businesses** (12.4%), compared with respondents that do not conduct outreach (6.6%) in 2025. Respondents who conduct outreach **enables their supplier diversity policies** to move from mere intentions to tangible actions, which generate measurable outcomes. This clear association reinforces the value of outreach in connecting diverse businesses with contracting opportunities.

Respondents that Conduct Outreach Direct a Greater Share of Total Spend to Diverse Suppliers



**11
PERCENTAGE-
POINT**

**increase in spend directed to
diverse suppliers when
respondents conduct outreach**



**6
TYPES OF
OUTREACH***

**on average reported by
respondents that conduct
outreach**

**Types of outreach include using services to identify diverse suppliers; participating in matchmaking and other events; sponsoring events; and engaging with registration portals, certification agencies, ethnic chambers, and other business organizations.*

WHY THIS MATTERS

Even as fewer insurers report formal supplier diversity policies, our analysis shows that **putting policies into action** continues to matter. **Diversity policies begin in the board room** by cascading priorities that, in turn, advance supplier diversity goals and programming. These decisions are particularly impactful in California, the nation's largest insurance market and the world's fourth-largest economy. As CDI's Economic Impact Report showed, in 2024, insurance companies spent \$3.1B with California diverse businesses, which generated \$6.7B in total economic impact. This demonstrates **supplier diversity's multiplier effect**, strengthening business ecosystems, expanding access to contracting opportunities, and highlighting the economic value of sustained commitments from the board rooms into the communities in which insurance companies serve.

Explore the CAIDS Data

Learn more about governing board and supplier diversity by exploring the data through the California Department of Insurance CAIDS Results Portal: www.tinyurl.com/CAIDSResults.

Note: CAIDS data is self-reported by respondent insurance companies. Companies electronically sign an affidavit attesting to the accuracy of their submissions, and the California Department of Insurance reviews submissions for statistical validity and consistency. Board members may voluntarily decline to disclose demographic information. In 2025, 13% declined to report gender and 20% declined to report race/ethnicity; demographic percentages should be interpreted in the context of reported responses. The CAIDS Portal publishes governing board information in aggregate and does not identify individual board members.



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