

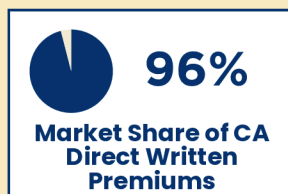
2026 STATE OF BOARD DIVERSITY

IN CALIFORNIA'S INSURANCE INDUSTRY



ABOUT THE CALIFORNIA INSURANCE DIVERSITY SURVEY

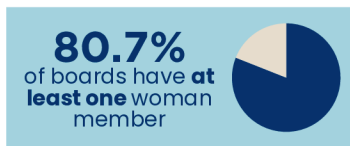
California is home to the nation's largest insurance market, with insurers collecting upwards of \$400 billion in annual premiums. The California Insurance Diversity Survey (CAIDS), administered biennially pursuant to [California Insurance Code section 927 et seq.](#), collects information from CA admitted 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.



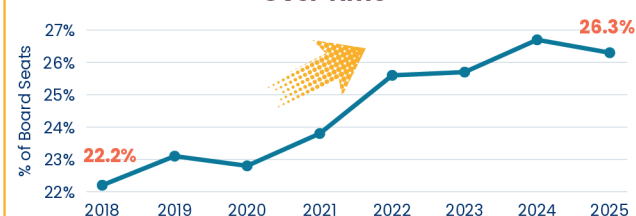
Source: 2025 Reporting Year of 2026 CAIDS

BOARD GENDER DIVERSITY

Women's representation on insurance company boards has increased over time. In 2025, women held **26.3% of board seats** (more than one in four seats), an increase from 22.2% in 2018, reflecting sustained progress from earlier reporting years.



Women's Representation on Boards has Increased Over Time



35 Years to Parity

At the current rate of growth, women are projected to reach critical mass (30% of seats) in the year 2030 and gender parity (50% of seats) in 2060.



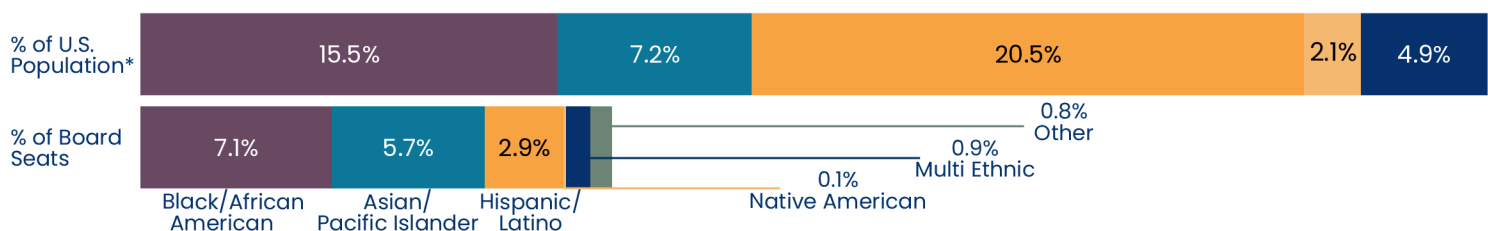
RACIAL & ETHNIC REPRESENTATION

Racial and ethnic representation has remained stable: Racially/ethnically diverse members held **17.4% of insurance company board seats** in 2025.

From 2018 to 2022, CAIDS data showed promising progress in racial/ethnic representation on boards: the percentage of boards with at least one racially/ethnically diverse member rose from 63% to 73%. However, the most recent CAIDS data shows a decline back to nearly 2018 levels, with only 64% of boards having at least one racially/ethnically diverse member in 2025.



Racial/Ethnic Representation on Boards Falls Short of the Overall U.S. Population



*Source: U.S. Census Bureau

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California Department of Insurance
Office of Insurance Diversity & Innovation
Executive Operations Branch
300 Capitol Mall, Suite 1700
Sacramento, CA 95814

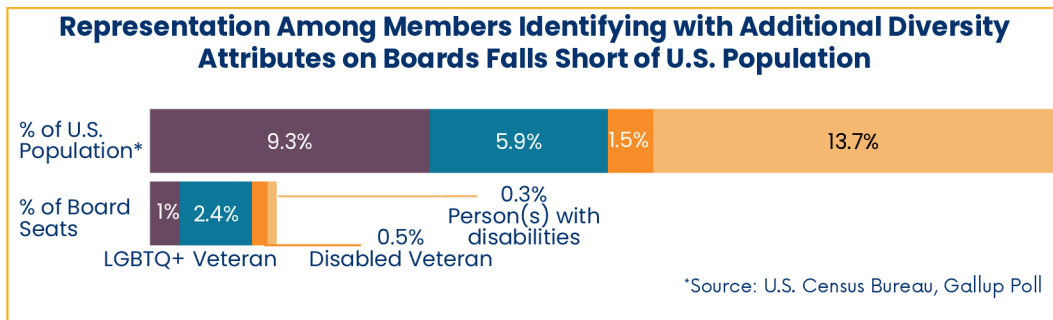
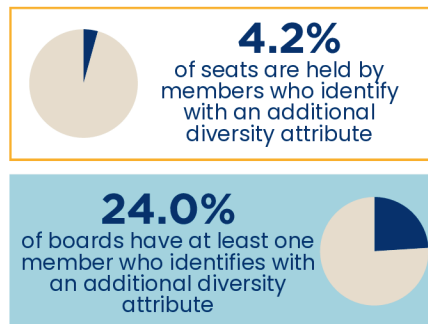
✉ CA.IDS@insurance.ca.gov
🌐 www.insurance.ca.gov/diversity

2026 STATE OF BOARD DIVERSITY

IN CALIFORNIA'S INSURANCE INDUSTRY

REPRESENTATION AMONG ADDITIONAL DIVERSE GROUPS

Our findings indicate progress alongside opportunities for growth. A comparison with the broader U.S. population shows that board members who identify with additional diversity attributes remain underrepresented on insurance company boards.

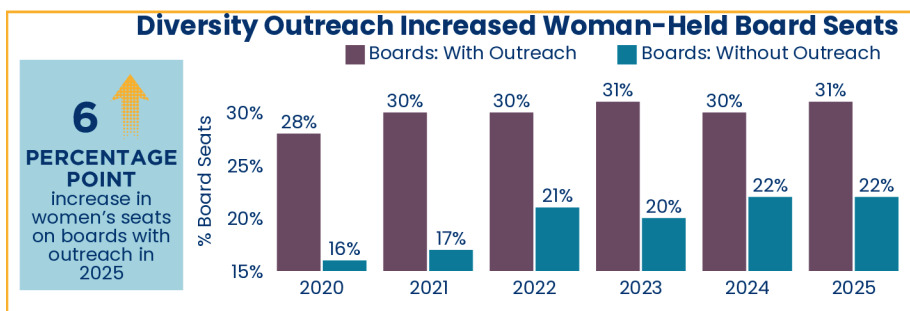


BOARD DIVERSITY MATTERS: PUTTING POLICIES INTO PRACTICE

In 2025, the boards of insurance companies reported declines in board policies and practices intended to advance diversity, including diversity goals, diversity-focused candidate evaluation, and active outreach. **The Upside:** Boards that still engaged in diversity outreach increased the gender diversity of their boards by **6 percentage points** in 2025.

Moving from Intentions to Outcomes

Outreach puts diversity policies into action by helping companies identify and connect with diverse prospective board members through search firms, recruitment and networking events, and engagement with organizations. Boards that conducted diversity outreach achieved a **6 percentage-point increase** in seats held by women compared with boards that did not conduct outreach.



PROGRESS & OPPORTUNITIES AHEAD

Despite today's polarized sociopolitical climate, the representation of women on insurance company governing boards shows incremental progress. Yet, within California's insurance industry, there are opportunities for growth in representation across several demographic groups. Our findings also indicate that when companies **put intentional board diversity policies into practice**, particularly through active outreach, we see noticeable gains in women's board representation. Our results highlight opportunities to build on this progress and advance greater representation within insurance company boardrooms that better reflect California's diverse population.

WHY THIS MATTERS

CAIDS provides insights into representation within insurance company board leadership by measuring progress and identifying opportunities for these boardrooms to better reflect the communities they serve. Inclusive governance policies shape organizational priorities, strengthen decision-making, and deepen an organization's understanding of its customers. Together, these efforts help support practices that create broader economic and community impact by leveraging diversity and innovation to propel California's insurance industry forward.

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.

