



LOUISIANA DEPARTMENT OF INSURANCE
JAMES J. DONELON
COMMISSIONER

BULLETIN 2022-07

TO: ALL INSURERS AND ENTITIES LICENSED OR AUTHORIZED TO DO BUSINESS IN THE STATE OF LOUISIANA

FROM: JAMES J. DONELON, COMMISSIONER OF INSURANCE

RE: GUIDANCE FOR FILING DEMOGRAPHIC HIRING SURVEY

DATE: NOVEMBER 10, 2022

The purpose of Bulletin 2022-07 is to provide guidance to all insurers and entities licensed or authorized to do business in the State of Louisiana regarding the Demographic Hiring Survey (Survey).

Acts 1984, No. 850 of the Louisiana Legislature created the Division of Diversity & Opportunity within the Louisiana Department of Insurance (LDI) to foster an environment within the insurance industry that would promote the participation of minorities and women. Pursuant to La. R.S. 22:31(B), the Commissioner, through the Division of Diversity & Opportunity, is statutorily authorized to conduct the Survey to seek information and data relative to the policies and practices of hiring of and contracting with minorities. The Survey will help the Division of Diversity & Opportunity ensure the success of insurance programs benefitting minorities and women, such as those within high schools and universities throughout the state.

Company specific data submitted via the Survey shall be classified as confidential information exempt from disclosure by the Public Records Law, according to La. R.S. 22:31(B) and La. R.S. 44:4.1(B)(11). This exemption does not apply with respect to the aggregated number of minorities hired and the positions for which they were hired.

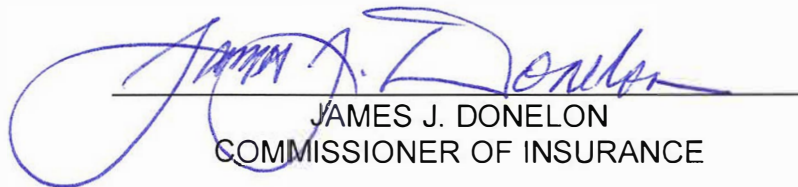
The Survey and instructions for completing the Survey are accessible at <http://ldi.la.gov/diversitysurvey>. Please complete the Survey no later than December 10, 2022. Each question should be answered with data calculated from January 1, 2021 through December 31, 2021. For more information regarding the Survey, please review the Frequently Asked Questions About The Demographic Hiring Survey attached to this Bulletin.

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In order to assist the Division of Diversity & Opportunity with any questions regarding responses to the Survey, please provide the name, telephone number and e-mail address of your organization's contact person in the area designated within the Survey.

If there are questions or concerns regarding Bulletin 2022-07, the contents of the Survey, or how to access and complete the online Survey, please contact the Assistant Commissioner for the Division of Diversity & Opportunity at 225-219-4344 or electronically at diversity@ldi.la.gov.

Baton Rouge, Louisiana, the 10th day of November 2022.



JAMES J. DONELON
COMMISSIONER OF INSURANCE

Frequently Asked Questions

About the Demographic Hiring Survey

1. Who is required to complete the survey?

In accordance with La. R.S. 22:31(B), the Division of Diversity and Opportunity is statutorily authorized to conduct demographic hiring surveys. Therefore, information is requested from all insurers and entities licensed or authorized to do business in the State of Louisiana relative to their policies and practices of hiring of and contracting with minorities.

2. What is the purpose of the survey?

The purpose of the survey is to help the Division of Diversity & Opportunity support insurance programs targeting minorities and women, such as those within high schools and universities throughout the state.

3. My company does not capture ethnic background and gender information. Do I need to contact individuals and ask for this information?

If your company does not capture ethnic background information or gender information, you do not need to ask for the information.

4. Should I complete the survey if my company does not capture ethnic background and gender information?

Yes, to the best of your ability, but you do not need to report information regarding individuals/employees that do not work in the State of Louisiana.

5. Does my company need to report individuals/employees that do not work in Louisiana even though we are licensed in Louisiana?

No. If your company has individuals/employees that do not work in the State of Louisiana you do not need to report their information.

6. Who are classified as employees?

Anyone who works for the company which includes salaried persons, contract workers and producers/agents.

7. Should I skip a question in the survey if it is inapplicable?

Answer every question. If a question is inapplicable, put "N/A" as your answer.

8. Are my answers to the survey questions public information?

Pursuant to La. R.S. 22:31(B) and La. R.S. 44:4.1(B)(11), company specific data submitted via the survey shall be classified as confidential information exempt from disclosure by the Public Records Law. This exemption does not apply with respect to the aggregated number of minorities hired and the positions for which they were hired.

9. How do I access the survey?

You can access the survey at www.ldi.la.gov/diversitys Survey.

10. Who should I contact with questions?

Email questions to Gayle Raby at diversity@ldi.la.gov



Phone toll-free: 1-800-259-5300
Website: www.ldi.la.gov

Louisiana Department of Insurance
James J. Donelon, Commissioner