



Board of Administration

Agenda Item 10b

November 17, 2021

Item Name: Diversity, Equity & Inclusion Framework Update

Program: Diversity Outreach Program

Item Type: Information

Executive Summary

The purpose of this agenda item is to provide the CalPERS Board of Administration and stakeholders with an update to the Diversity, Equity & Inclusion (DEI) Framework, and initiatives.

The DEI Framework outlines the goals, objectives and initiatives designed to improve diversity, equity and inclusion in our working environment and culture, investment portfolio and returns, health care program and suppliers.

Strategic Plan

This agenda item supports the Talent Management strategic goal to “promote a high-performing and diverse workforce” through recruitment and empowerment of a broad range of talents to meet the organization’s priorities.

Background

In March, 2021 CalPERS’ DEI Framework was presented to the Board of Administration as an information item. The DEI Framework represents the alignment of DEI functional activities throughout the enterprise. The Framework identifies five themes where CalPERS’ efforts are concentrated. Those themes are Culture, Talent, Health Equity, Investments and Supplier Diversity.

Attachment

Attachment: Diversity, Equity & Inclusion Framework Update

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Chief Diversity, Equity & Inclusion Officer

Marcie Frost
Chief Executive Officer