CalPERS

2023–24 ENTERPRISE COMPLIANCE AND RISK MANAGEMENT PLAN

OBJECTIVE

Assess CalPERS's compliance and risk management functions and prioritize initiatives that will modernize the systems, tools, and surveillance capabilities.

Initiative 1

Build out enterprise compliance and risk management technology and tools in support of a best-in-class compliance and risk management program (Multi-Year)

2023–24 Deliverables

1.1. Establish a centralized governance risk and compliance platform (MCO). (Multi-Year)

1.2. Enhance risk reporting metrics tools to support enhancement of enterprise compliance and risk program. (Multi-Year)

Initiative 2

Initiative 2 – Enable CalPERS to better assess risk within the program areas and provide aggregated reporting at the enterprise Level. (Multi-Year)

2023–24 Deliverables

2.1. Develop first line risk and control Self-Assessment Process in collaboration with the first line of defense within each division. (Multi-Year)

2.2. Conduct the Annual Enterprise Risk Assessment, including a review of risk appetite, dashboard, profiles, heat map, and developing risks. (Multi-Year)

Initiative 3

Initiative 3 – Enhance assurance, monitoring, and issues remediation capabilities to minimize compliance risks. (Multi-Year)

2023–24 Deliverables

3.1. Enhance monitoring of conflicts of interest (Multi-Year)

3.2 Support risk management initiatives across the enterprise in partnership with all first line units (Multi-Year)

Initiative 4

Initiative 4 – Educate and cultivate ethical and Risk-Intelligent Culture and Practices among CalPERS team members. (Multi-Year)

2023–24 Deliverables

4.1. Enhance compliance and risk training programs across the organization. (Multi-Year)

4.2 Establish formal compliance and risk advisory teams aligned with program areas. (Multi-Year)