

# CalPERS

# Demographics

September 20, 2016

## CalPERS Demographics *September 2016*

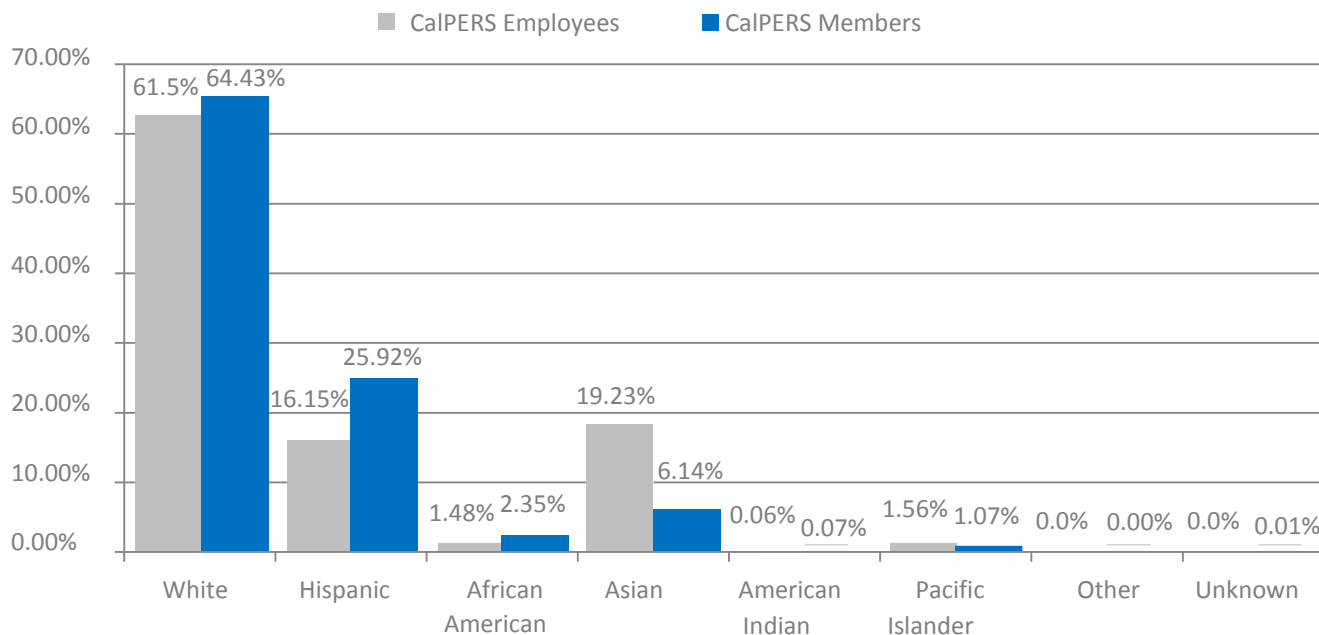
As a workforce, CalPERS strives to be the employer of choice by attracting diverse talent.

Our demographics are estimates as there is no change in the manner in which demographic information is captured when employees choose not to self-identify. According to the State Controller's Office, currently only 9% of new hires self-identify their ethnicity.

The data sources for this report are my|CalPERS Member data (non-retiree and retiree), and is current as of July 2016, with ethnic group data provided by Epsilon. CalPERS employees and manager/supervisors are subsets of the CalPERS Member population. The classification of ethnic group was based on the Member's first name, last name, and address.

# Ethnicity Demographics

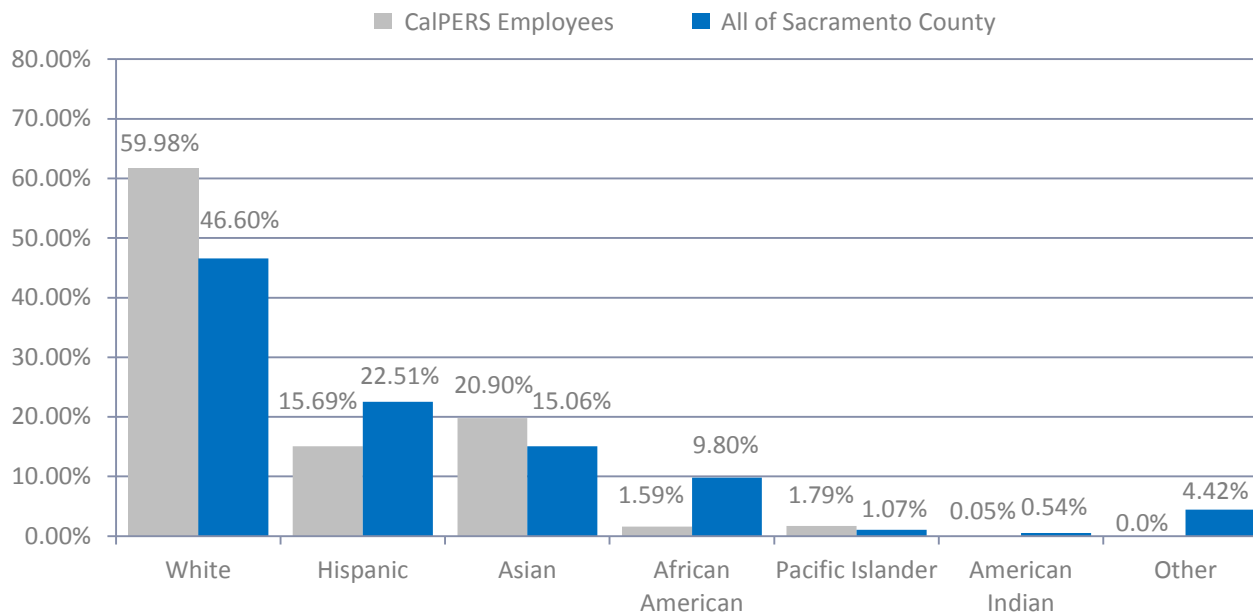
## CalPERS Employees to Member Population



\* Source: myCalPERS Member data (non-retiree and retiree) is current as of July 2016. Ethnic group data is provided by Epsilon. The classification of ethnic group was based on the Members First Name, Last Name, and Address. Total Employees: 2,699; Total Members (retirees and non-retirees) is 1,668,920. Multi-racial individuals are not identified among these numbers. This population continues to grow according to the 2010 Census which shows the multiple-race population grew faster than the single-race population - California being one of the top 3 states having over half a million people in this category.

# Ethnicity Demographics

## CalPERS Employees in Sacramento County

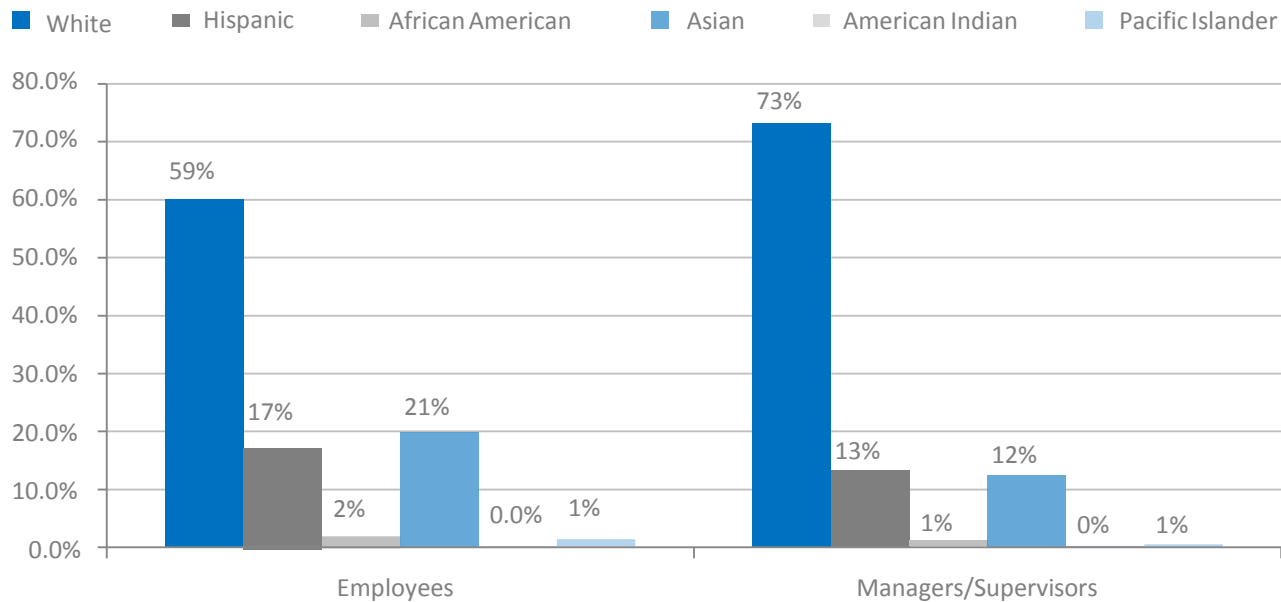


\* Source: Sacramento County demographics are based on US Census July 1, 2014 population estimates. my|CalPERS Member data (non-retiree and retiree) is current as of July 2016. Ethnic group data is provided by Epsilon. The classification of ethnic group was based on the Members First Name, Last Name, and Address. Total Employees: 2,014; Multi-racial individuals are not identified among these numbers. This population continues to grow according to the 2010 Census which shows the multiple-race population grew faster than the single-race population - California being one of the top 3 states having over half a million people in this category.

# Ethnicity Demographics

Through workshops and education outreach by the CalPERS Diversity Outreach Program in collaboration with several stakeholders, our leadership pipeline will continue to adjust to meet the needs of our business lines and the members we serve. CDOP efforts in effect include leadership topics such as Unconscious Bias to increase the opportunities for emerging leaders.

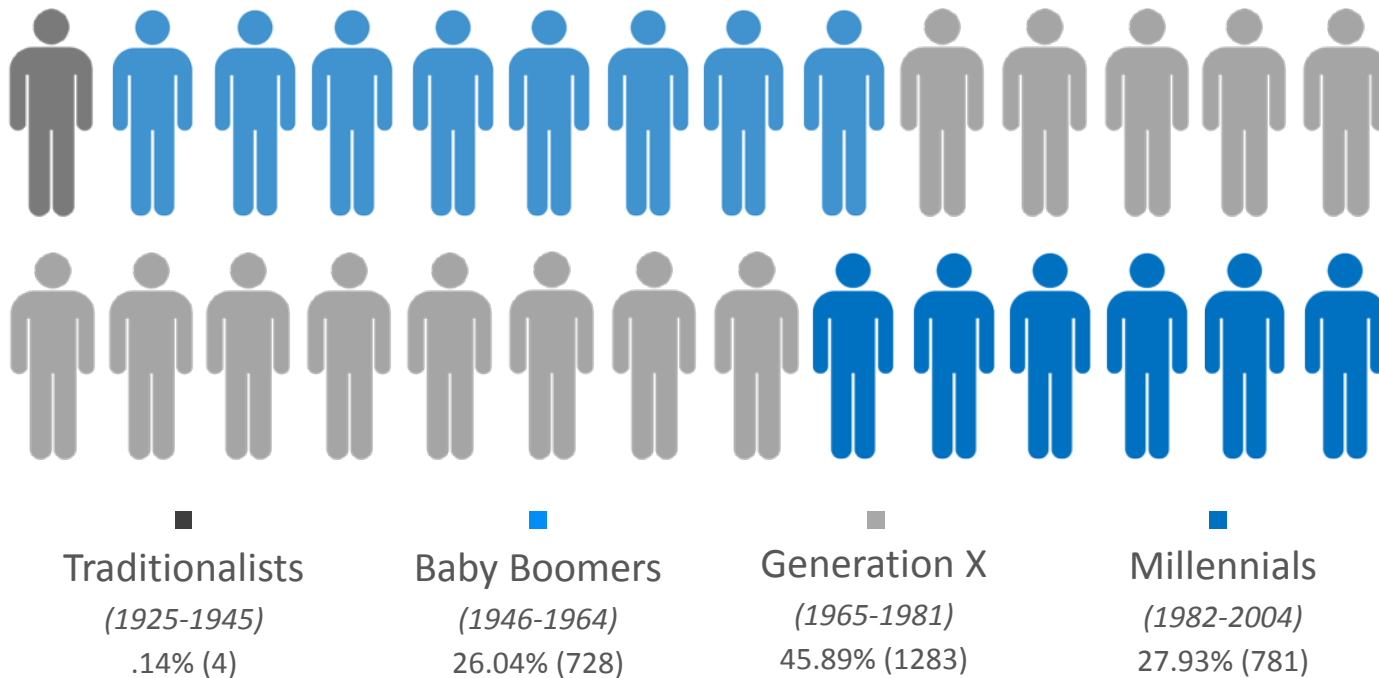
## CalPERS Managers/Supervisors to Employees



\* Source: my|CalPERS Member data (non-retiree and retiree) is current as of July 2016. Ethnic group data is provided by Epsilon. The classification of ethnic group was based on the Members First Name, Last Name, and Address. Total Employees: 2,699; Total Members (retirees and non-retirees) is 1,668,920. Multi-racial individuals are not identified among these numbers. This population continues to grow according to the 2010 Census which shows the multiple-race population grew faster than the single-race population - California being one of the top 3 states having over half a million people in this category.

# Generational Demographics

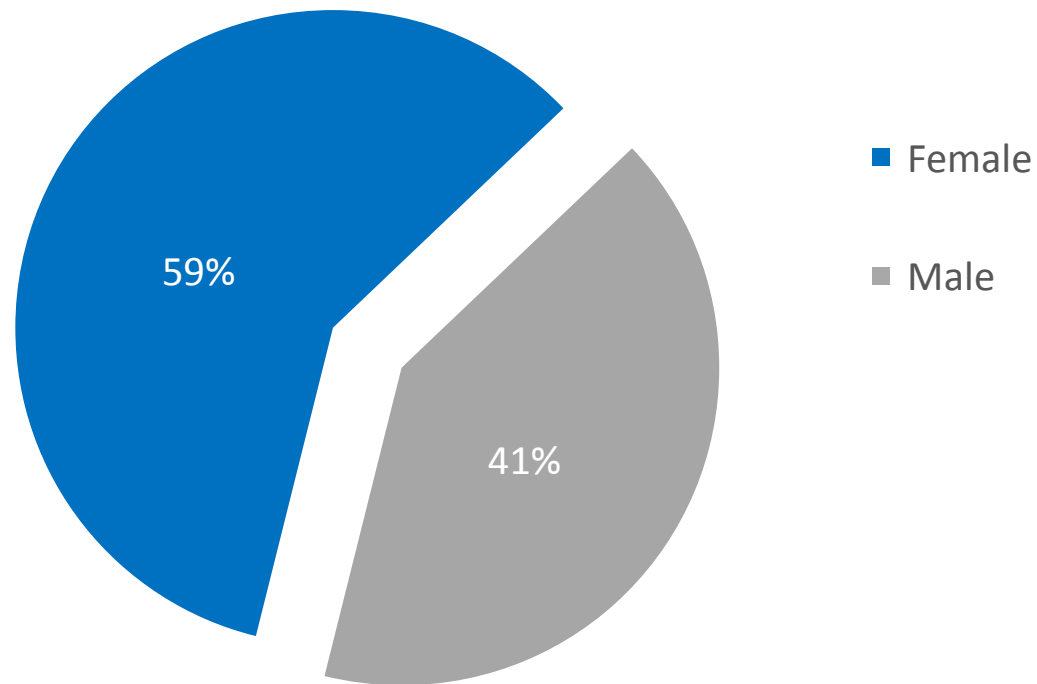
CalPERS workforce spans over four generations, as Baby Boomers continue to exit the workforce, Generation Xers are the largest group at CalPERS. In the last year, the Millennial workforce continues to grow now surpassing the Baby Boomers.



Source: State Controller’s Office (SCO); MIRS; data pulled 2016

## Gender Demographics

The CalPERS workforce is within the optimal gender balance “zone” with a male-female ration between 40% and 60%, reinforcing that no one gender is better than the other; rather diversity is key to enhanced performance.



Source: State Controller’s Office (SCO); MIRS; data pulled 2016