

DEI Framework Roadmap 2022-23

Goal - Organizational Excellence: Cultivate a diverse, risk-intelligent, and innovative culture through our team and processes

Culture	Talent Management	Health Equity	Supplier Diversity	Investment
<ul style="list-style-type: none"> ▪ Implement Diversity, Equity, & Inclusion (DE&I) Framework 	<ul style="list-style-type: none"> ▪ Develop 2023-28 Workforce Plan Strategies ▪ Establish and Implement a Diverse Outreach Strategy ▪ Improve Annual Evaluation Process ▪ Leadership Competency Education and Performance Integration ▪ Talent Management Strategies ▪ Total Fund People 	<ul style="list-style-type: none"> ▪ Advance Primary Care Behavioral Health Screening and Treatment ▪ Improve Health Data Quality and Application ▪ Improve Pharmaceutical Strategies ▪ Increase Health Care Competition ▪ Promote and Improve Health Equity ▪ Quality Alignment 	<ul style="list-style-type: none"> ▪ Supplier Pool Outreach 	<ul style="list-style-type: none"> ▪ Emerging and Diverse Managers ▪ Investment Strategy - Net Zero by 2050 ▪ Responsible Human Capital Management ▪ Fund Innovation and Entrepreneurship in Investment Industry