



Insert Board or Committee Name

## Agenda Item 9c

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**March 15, 2023**

**Item Name:** Diversity, Equity & Inclusion Framework Update

**Program:** Diversity, Equity, and Inclusion Office

**Item Type:** Information

### **Executive Summary**

This agenda item aims to update the CalPERS Board of Administration and stakeholders on 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 Organizational Excellence strategic goal: Cultivate a diverse, risk-intelligent, and innovative culture through our team and processes.

### **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 Management, Health Equity, Supplier Diversity, and Investments. Two additional updates were provided in November 2021 and July 2022.

### **Attachments**

Attachment 1 - Diversity, Equity & Inclusion Framework Update

Attachment 2 - Diversity, Equity & Inclusion Framework Roadmap 2022-23

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Chief Diversity, Equity, and Inclusion

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Marcie Frost  
Chief Executive Officer