



Agenda Item 6a

September 16, 2014

ITEM NAME: Annual Diversity Report

PROGRAM: Diversity Outreach Program

ITEM TYPE: Information

EXECUTIVE SUMMARY

This agenda item provides the annual update on Diversity and Inclusion (D&I) initiatives and programs across the enterprise.

STRATEGIC PLAN

This agenda item supports Goal B of the CalPERS 2013-15 Strategic Plan, which is to cultivate a high-performing, risk-intelligent and innovative organization. Specifically, this includes the development and implementation of strategies, tools and training to integrate and sustain D&I competencies throughout the enterprise.

BACKGROUND

This agenda item highlights D&I activities across the enterprise. CalPERS has a strategic three tiered approach to D&I in the workforce, workplace and marketplace. Workforce – we recruit and retain a high performance team inclusive of our State's rich diversity. Workplace – we actively educate our employees to increase D&I awareness, understanding the skills that lead to greater quality, respect and accountability. Marketplace – we serve our members with sensitivity to their diverse perspectives.

CalPERS Workforce Demographics

At CalPERS, we believe our differences are our strengths and we celebrate our diverse workforce and the unique talents each individual employee brings. Diversity and inclusion at CalPERS means we foster a work environment that values all people through dignity and respect. The combined experiences, perspectives and talents of all employees and stakeholders strengthen our high-performance workforce and organizational culture.

Consistent with this broad perspective, diversity at CalPERS goes beyond traditional categories such as gender and race. With the changing times we recognize generational differences and their contribution to life-style and work-style values and differences, educational levels and technical savvy, employment expectations and career goals.

As new generations merge with the current workforce, CalPERS continues to foster our employees' understanding and appreciation of generational differences. Workers today place high value on having flexibility, managers who communicate and empower, variety in their work and ample training opportunities beyond the expectations of previous generations. As such, we have launched a number of initiatives to engage and retain our diverse workforce.

As the nation's largest public pension fund within one of the most ethnically and culturally diverse state we believe the combined experiences, perspectives and talents of all employees strengthen our high performance work culture and organization - *Our Differences Are Our Strengths*.

ANALYSIS

The D&I strategy applied in FY 2013-14 was an enterprise approach that significantly increased awareness and integration of best practices within CalPERS operations.

CalPERS Workplace - Diversity Outreach Program (CDOP)

CDOP achieved its 2013-14 Business Plan objectives for FY 2013-14, Goal B | Cultivate a high-performing, risk intelligent and innovative organization by developing initiatives to build CalPERS D&I foundational knowledge and best practices. This was accomplished through education, outreach and close collaboration with internal and external stakeholders.

Quarterly Professional Development Workshops - For managers and supervisors, 90-minute sessions covering a broad range of topics that included the value of diversity and inclusion and how to lead staff in valuing differences and similarities to inspire innovation.

Division and Regional Outreach – This strategy was employed to provide managers and supervisors with the knowledge and tools to integrate and sustain diversity and inclusion with their staff.

Cultural Diversity Mobile Photo Exhibit – In partnership with the Office of Public Affairs this project coincided with the United Nation's-sanctioned international holiday. The goal is to bring understanding of the value of cultural diversity.

Cultural Investments - Cultural Investments is a monthly email newsletter targeted at managers and supervisors of CalPERS. Cultural Investments delivers tips and action steps that help managers and their teams to work better together and to understand how diversity, inclusion and culture is used to create high-performing, risk-intelligent and innovative teams and employees.

CDOP Website - As part of our continuing effort to integrate D&I throughout the organization, the CDOP website has successfully transitioned over to SharePoint as

of August 2014. The design of the website is user friendly and effective in promoting D&I information and resources to employees

Employee Resource Group (ERG) Program - To further embed D&I into the organizational culture, CDOP continues to seek support from its two established employee resource groups: CalPERS Diversity & Inclusion Group (CDIG) and the CalPERS Disability Advisory Council (CDAC).

Eighth Annual Diversity and Inclusion Day - In August 2014, the CDIG and the CDAC hosted the CalPERS eighth annual Diversity & Inclusion Day – “Global Chef Challenge – Explore Culture through Food.”

CalPERS Disability Advisory Council Award - The CDAC was recently awarded second place in the 2014 Disability Advisory Council of the Year Award by the Association of California State Employees with Disabilities. The award was given to CalPERS for our dedication to the inclusion and equality of employees with disabilities and for ensuring an environment that is accessible to all employees.

Pilot – The Concealed Mind – Cognitive Illusions and Unconscious Bias

Staff conducted a pilot based on the upcoming Quarterly D&I Professional Development session for Managers and Supervisors, Assistant Division Chiefs, and Investment Officer IIIs. This new workshop launched earlier this month.

2013 CalPERS Language Fluency List - To ensure that our members, including those who are non-English speaking and Limited English Proficient, have equal access to CalPERS program services and information, CDOP updated the CalPERS Language Fluency list. Currently, the CalPERS workforce features employees who speak 32 different languages, including American Sign Language.

Future Enterprise D&I Strategic Initiatives

Inclusive Business Skills eLearning Webinar Series - To deepen employees’ understanding on how to enhance Diversity and Inclusion in the workplace, CDOP is in the process of developing and deploying an Inclusive Business Skills eLearning course in collaboration with internal stakeholders.

FY 14-15 D&I Professional Development Sessions - CDOP will conduct two new Quarterly D&I Professional Development sessions for Managers and Supervisors, Assistant Division Chiefs, and Investment Officer IIIs. The first was launched earlier this month and was titled, “The Concealed Mind: Cognitive Illusions and Unconscious Bias.” The second workshop is scheduled for March 2015 and is titled, “Inclusive Leadership.” A diverse workforce brings a greater wealth of experience and ideas. However, diversity also brings a complex variety of communication and working styles.

Second Annual All Staff D&I Event, Stedman Graham - Guest speaker, Stedman Graham, will conduct two live 90-minute sessions titled, "Leaders, not Labels", in the CalPERS Auditorium. This event is sponsored by CDOP for its annual Diversity & Inclusion All Staff. This presentation is scheduled for March 2015.

Brown Bag Speakers Luncheon Series – CalPERS employee resource groups will sponsor quarterly Brown Bags that will feature a wide range of guest speakers who provide diversity & inclusion topics of interest to all staff. October's Brown Bag will tie in with the annual National Disability Awareness Month.

Attachment 1 – CalPERS Demographics: Race/Ethnicity, Gender, and Generational Comparisons

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