



Board of Administration

Agenda Item 9b

April 15, 2025

Item Name: Diversity, Equity & Inclusion Framework Update

Program: Diversity, Equity & Inclusion

Item Type: Information

Executive Summary

This item provides an update on the DEI Framework pillars that include culture, talent management, health equity, supplier diversity, and investments.

Culture

Goal: Bring DEI best practices into CalPERS' culture.

Objective: Increase awareness, build mutually rewarding relationships, and foster collaboration.

Talent Management

Goal: A high performing, equitable, and diverse workforce.

Objective: Ensure Human Resources processes are in place to strengthen diversity in recruitment, retention, equity, and succession.

Health Equity

Goal: Equitable health outcomes for members and their families.

Objective: Ensure all health members have the opportunity to attain the highest level of health possible.

Supplier Diversity

Goal: High performing Supplier Diversity Program.

Objective: Better understand supplier community through the lens of diversity, equity, and inclusion.

Investments

Goal: Leverage the DEI Framework and Sustainable Investments Program to improve investment outcomes

Objective: Deliver returns through the identification, analysis, and management of high-value sustainable investment risks and opportunities.

Attachments

Attachment 1 – Building Better Together: Better Futures Start with Inclusion

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