



CalPERS Board, DEI Consulting Services Workplan Review

Summary of Discussion

This session will reacquaint the CalPERS Board of Administration with the scope of the Diversity, Equity, and Inclusion (DEI) consulting engagement awarded under RFP No. 2024-9420 and provide a formal opportunity for the Board to authorize the proposed work plan. The discussion will review the engagement's purpose and its four-phase methodology — Leadership Insights Interviews, Program Review and Assessment, Action Plan Recommendations, and Implementation Support — and describe how each phase advances CalPERS' five DEI pillars. The session will also outline the proposed approach, the reporting cadence to the full Board, and the project management and self-scheduling tools available to Board members throughout the engagement. Consistent with the engagement's design, the discussion will emphasize alignment with applicable legal requirements, including Section 31 of Article I of the California Constitution (Proposition 209).

Following the presentation, the Board will have the opportunity to approve the work plan as proposed or with adjustments before substantive project activities begin.